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ABSTRACT

The report summarizes the efforts of the U.S. Council for the International Year of Disabled Persons (IYDP) during the Council's 28-month existence. Introductory sections briefly cite the increase in the number of disabled persons in the United States and trace progress since World War II. The IYDP concept is examined in terms of its initial inception during a conference at Gallaudet College in 1979; preparation during 1980; and the responses of local towns, counties, and cities through the Community Partnership Program. Examples of local activities are cited. The role of national voluntary organizations, state agencies, corporations, religious organizations, the education community, U.S. Congress, and the media is highlighted. A summary of activities of the U.S. Council for IYDP lists projects, a communications program, the Institute for New Challenges, and the final IYDP conference in 1981. Worldwide IYDP activity is briefly noted. (CL)

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International Year of Disabled Persons

The Story of The U.S. Council for IYDP

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PREFACE

It was a privilege to serve as chairman of the U.S. Council for the International Year of Disabled Persons. During the Council's 28-month existence, much was accomplished. Thanks to the cooperation of individuals and organizations across America, the Council's four objectives for the International Year were met:

First, the observance of the Year heightened awareness of the problems and opportunities facing 35 million Americans with disabilities. The active and purposeful involvement of disabled persons helped increase acceptance by their non-disabled friends and neighbors.

Second, the Council's Community Partnership Program stressed self-help and developed an ongoing grassroots network to encourage this. In a new era of economic restraints, when our nation is faced with a curtailment of social services, this network continues to foster new avenues for the participation of disabled persons, based on private sector initiatives and local action.

Third, new commitments were made for the future. We all recognized that the International Year itself did not allow sufficient time for reaching solutions to many of the far-reaching problems of disability in America. In cooperation with the U.S. Government's Federal Inter-Agency Committee, the Council therefore formulated a series of long-term goals. I'm pleased to report that many communities, states and organizations have accepted these goals and are committed to their pursuit on a long-range basis.

Finally, this country set an example to the world. Long recognized by peoples and governments of other nations as a leader in opening opportunity for disabled persons, America is still looked to for guidance in coping with the problems of disability.

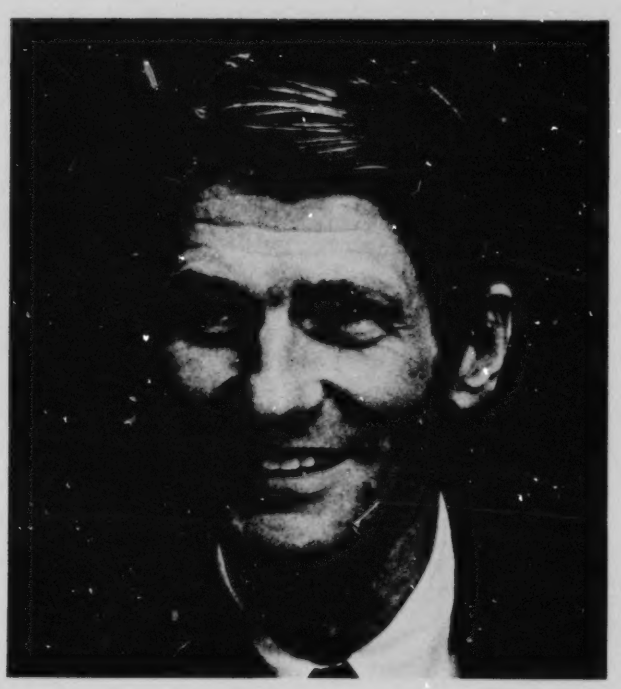
As Chairman of the U.S. Council for IYDP I express the gratitude of our Board of Directors for the cooperation and support we received from Americans in all walks of life in making the most of this observance. We had the welcome support of government, and were pleased to work in partnership with the Federal Inter-Agency Committee, members of Congress, governors, mayors and many other local and national elected officials.

The many contributors to the work of the U.S. Council have our grateful thanks, and I want to express my particular appreciation for the dedicated and capable staff of the Council who gave so much of themselves for this cause.

For those who had not been closely involved in the past with disabled individuals, the IYDP observance provided a special opportunity. To know and to work at close hand with these remarkable people was a great experience. All of us admire their determination and their tenacity. We admire the example they set for the rest of

us—both in America and throughout the world. It was a privilege to work with them, and I am proud to dedicate this report to my disabled fellow Americans.

David T. Kearns
Chairman,
U.S. Council for the International
Year of Disabled Persons



David T. Kearns
President, Xerox Corp.

FOREWORD

The greatest testimony to the success of the International Year of Disabled Persons in the United States was the nationwide call to continue what had been started in this Year. The U.S. Council for IYDP, predecessor of the National Office on Disability, had a remarkable record of achievement in a short period of time. Our Board is most grateful to Mr. Kearns and all those who gave birth to our organization.

With the end of the IYDP in 1981, the people involved with the U.S. Council decided to continue the momentum and the activities of IYDP through the National Office on Disability. As 1982 comes to a close, the name is officially being changed to the National Organization on Disability, to reflect its broader scope and mission.

The National Organization on Disability has a big job ahead, in pursuing the long-term goals set forth in the IYDP, but we are greatly encouraged by the cooperation of thousands of national, state and local organizations sharing our commitment. The President and the Congress have declared 1982 the National Year of Disabled Persons to continue the IYDP momentum. It is our continuing mission to further the participation of disabled persons in American life and increase understanding of their needs and contributions to society.

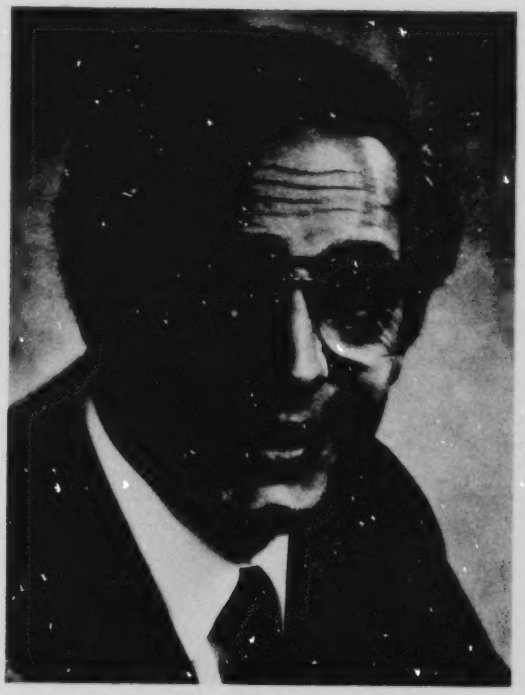
During 1982, it has been a privilege to receive reports from throughout the United States—from governors, mayors, citizens, organization leaders, government leaders and many others (both disabled and non-disabled)—about the commitment to continue what began during the International Year in the United States. I am proud that our organization has had the continuing cooperation of organizations, government agencies, and individuals throughout the country. I have been especially heartened by the determined action of people in the communities of America where the serious problems must be addressed.

As this report goes to press, the United Nations General Assembly is proclaiming the next 10 years as the Decade of Disabled Persons. The National Organization on Disability supports this U.N. effort, because we believe it offers the opportunity for all those concerned with disabling conditions to seize the challenge provided and further their own objectives. To this we are committed.

As comprehensive as this report may appear, the full story of the IYDP could not be told completely in these pages. The reader should also be referred to a variety of publications that came out of IYDP, including three major reports: "The Challenge of Disability: America's Communities Respond"; "The Challenge of Disability: Ten Corporate Responses"; and "Report to the President: International Year of Disabled Persons 1981 Federal Interagency Committee".

Disability is not an easy burden. But, perhaps in America it is somewhat lighter than in other countries of the world. Our disabled citizens deserve great credit for inspiring all Americans to make the most of their lives—even in the face of adversity.

Richard M. DeVos
Chairman,
National Organization on Disability



Richard M. DeVos
President, Amway Corporation

A MESSAGE FROM THE PRESIDENT

The International Year of Disabled Persons was an important landmark in the history of human disability. Not only was a great deal accomplished in 1981, but the IYDP observance will have a radiating impact on the problems of disabled persons for years and decades to come—well into the new millennium. Out of the IYDP observance in America, came the National Organization on Disability and the 1982 National Year of Disabled Persons.

Recognizing that these problems require a long-term commitment, the United Nations has declared 1983-1992 as the Decade of Disabled Persons. The National Organization on Disability will use the next ten years to spearhead the American effort to further the long-term goals of and for disabled Americans.

Most encouraging, too, has been the formation of Disabled Persons International, a unique, worldwide, non-governmental organization comprised entirely of disabled persons who will lead the long-term advocacy and action necessary to ensure continuation of efforts set in motion during the IYDP. There now is a conscience for the world's half-billion disabled people.

More than 130 nations established national commissions for the Year, and many have set in motion programs to continue their work. Other nations, in addition to the United States, declared 1982 their national year of disabled persons to continue the momentum. The world's awareness and consciousness have been aroused by the IYDP, and many new institutional arrangements have been set in place to help continue progress.

If it were not for the United Nations and its ongoing commitment to improving the human condition, there would have been no International Year of Disabled Persons. It is appropriate, therefore, to recall the words inscribed at the entrance to the United Nations in New York, "Since wars begin in the minds of men, it is in the minds of men that the defenses of peace must be constructed." One powerful idea, born in the minds of men, for helping construct "the defenses of peace" is that international years designated by the U.N. make our planet more livable. Over the past three years I have become a firm believer in international years. They help improve the quality of life. They are a beautiful expression of the moral force of the United Nations.

We learned much from our American experience about the use of an international year as a vehicle to promote special causes. In the exhibits at the end of this report we have identified 14 lessons about American participation in international year observances.

As we look ahead to another signal year—the Bimillennium, in the year 2000—continuing worldwide work and commitment to improving the lives of disabled persons will provide a beacon of hope for al mankind.

Alan A. Reich
President,
National Organization on Disability

Alan A. Reich

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INTRODUCTION

The Challenge of Disability: America's Continuing Response

(The Story of the U.S. Council for the International Year of Disabled Persons 1981)

The human family includes one half billion men, women and children with disabling conditions. They are people who have physical, mental, sensory, or emotional impairments which interfere with the major tasks of living. At least an additional half billion members of their families also live with and share their frustrations, their problems and their hopes. More than one fifth of the world's population are thus directly affected. All mankind has a stake in the enormous human and economic problems of disability.

In order to focus worldwide attention and stimulate long-term action, in December 1976 the United Nations proclaimed 1981 the International Year of Disabled Persons (IYDP). Recognizing the great social and cultural differences among nations, the UN General Assembly in its resolution called upon each nation to develop IYDP objectives and programs consistent with its stage of development and the nature of its society. (See Exhibit A - UN General Assembly Resolution for IYDP.)

The General Assembly adopted the theme of "full participation and equality of disabled persons" for the IYDP observance. It also provided for worldwide use a symbol depicting a disabled and a non-disabled person joined in partnership.

One hundred and thirty nations, including the United States, responded to this United Nations challenge by participating in the observance. Under the leadership of the U.S. Council for IYDP, a non-profit organization which existed for twenty-eight months, the U.S. response was among the most spirited and broadly based in the world. This was the first time that an international year observance in any country was spearheaded by the private sector rather than by government.

This report is the story of the U.S. council and the IYDP program in the United States.

I.
Disability in the United States

Although America is considered foremost among nations in accepting disabled persons and providing opportunity for them, the problems are staggering. There are more than 35,000,000 Americans with physical or mental disabilities, including 7,000,000 children, who suffer from one or more disabling conditions. Approximately half are disease related; another third suffer from genetic malformations, developmental disabilities and injury-related conditions. Millions are impaired by emotional and mental disorders. Approximately three percent of all newborn American infants risk being disabled by genetic malformation or birth trauma. About six percent of youth suffer from disability, while about 14 percent of adults are disabled. An estimated 42 percent of all persons over 65 are disabled, and this percentage is increasing.

The growing problem of disability is costly, both in terms of lost productivity and as a drain on economic resources. The Institute for Comprehensive Planning states about 80 billion dollars are spent on disability in the United States annually by federal, state and local governments on medical care, disability payments, workers' compensation and rehabilitation programs. The President's Committee on Employment of the Handicapped points out that Americans with disability in general have lower incomes and the incidence of disability among the poor is double that of the non-poverty population.

Changing lifestyles in America will contribute to the growth in our disabled population, despite advances in medical science, technology, and health care. Substance abuse, growing numbers of highway and work-related accidents, and increasing longevity are among the contributing factors. In addition to the 35 million who are themselves disabled, at least an equal number of their immediate family members also share the daily challenges of disabilities. Few Americans are untouched by disability. No one is immune.

II.
Progress Since World War II

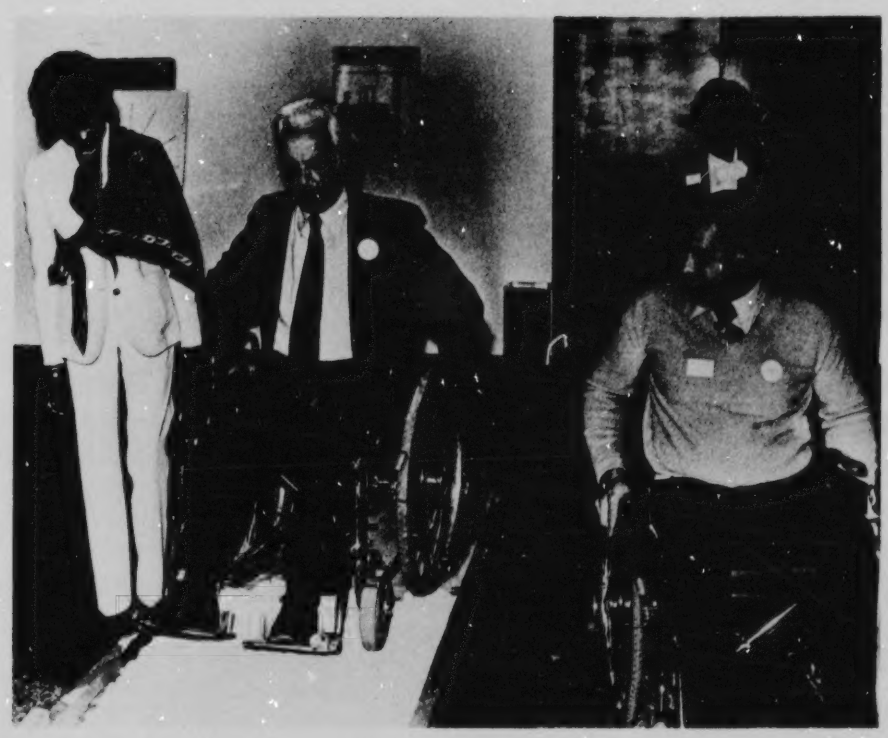
The many thousands of disabled veterans who emerged from the conflicts of World War II, Korea and Vietnam have heightened awareness and public consciousness of disability in the United States. In 1954 President Eisenhower pointed out, "We are spending three times as much in public assistance care for non-productive disabled people as it would cost to make them self-sufficient, tax-paying members of the community." Becoming self-sufficient tax-payers was a vision for millions of disabled Americans when President Eisenhower urged Congress to adopt the Vocational Rehabilitation amendments of 1954. In the following generation, great progress was made as millions of Americans with disabilities became more independent and more productive.

In 1973, the U.S. Congress passed the Rehabilitation Act which set in motion many changes aimed at enabling disabled persons to participate more fully in American economic and social life. This comprehensive legislation and its ensuing regulations drew heavily upon the experience of other minority movements. In 1975 Congress passed the Education For All Handicapped Children Act, (PL-94-142), which opened new opportunities for American youth with disabilities to enter the "mainstream" in school and in life beyond their education.

The 1973 act called for a White House Conference on Handicapped Individuals. It was preceded by state-level conferences throughout the nation. The 1977 White House Conference focused on the needs and problems and issued broad recommendations for public and private action. This activity increased awareness of the problems and the potential of disabled Americans. It provided a base for national, state and local level involvement in the International Year of Disabled Persons.

Concurrent with this development of public concern and awareness, numerous biomedical and technological advances were being made with immediate and long-term implications for the disabled. In 1976 the President's Task Force on Biomedical Research concluded, "There do not appear to be any impenetrable, incomprehensible diseases. This represents the major advance for biomedical science, and it is a change which has occurred only within the past 25 years . . . the questions are at last here, and explorations in search of the answers are underway . . . " Finding the answers, however, whether cures, or rehabilitation techniques, or application of technology, has not kept pace with the growing problem of disability in America.

Much remains to be done. Indeed, in light of the scope, seriousness and outlook for disability, the United States welcomed the UN challenge of the IYDP Proclamation. Americans, both disabled and non-disabled, from the public as well as the private sector, saw in the IYDP an opportunity to accelerate progress on the "unfinished agenda" of disability.



GRAND RAPIDS MAYOR ABE DRASIN, center, rides a wheelchair through an obstacle course, arranged as an awareness activity in the city's observance of IYDP. Drasin is accompanied by, left, Bobbi Butler, city equal opportunity director, and, right, Tom Partanen, president of the local National Association of Physically Handicapped chapter.

III.
Development of the IYDP Idea - 1979

Recognizing that the UN initiative could accelerate progress in improving the lives of disabled Americans, representatives of a dozen American private sector organizations having particular interest in both the international and domestic aspects of disability came together in the spring of 1979 to plan for U.S. participation in the IYDP observance. Under the leadership of the People-to-People Committee for the Handicapped, a non-profit organization founded in 1956 by President Eisenhower to further concern internationally for the disabled, a conference planning committee was formed. This committee convened a "call to action" conference held June 29 and 30, 1979, at Gallaudet College in Washington, D.C.

A Call to Action — Gallaudet College Conference

The Gallaudet College conference was attended by 150 leaders of private organizations and U.S. Government agencies. It was chaired by Alan A. Rubin, President of the Partners of the Americas, a non-profit organization with significant international disability programs. Considering the size of the problem and of the challenge of disability in this country, the participants urged that no time be lost in planning for and undertaking the enormous job of mobilizing America for the observance. The conference provided guidance for the formation of the U.S. Council for IYDP, for its Mission Statement and for development of its program.

Formation of the U.S. Council for IYDP

The formation of the U.S. Council for IYDP as a non-government, non-profit organization to promote nationwide participation in the observance, was the immediate outcome of the Gallaudet conference. The council form of organization was considered best for the momentous task ahead for several reasons: it would provide for flexibility, creativity and responsiveness to meet the rapidly emerging challenge; it would be free of specialized interests of public and private organizations; it could best blend the concerns of the public and private sectors and of disabled and non-disabled Americans into a productive partnership; and it would not generate unrealizable

expectations for government funding by participating communities, organizations and individuals.

Shortly after the Gallaudet College conference, the U.S. Council named its officers: David T. Kearns (President of Xerox Corporation), Chairman; Alan A. Reich, President; Alan A. Rubin (President of the Partners of the Americas), Treasurer; and John D. Twiname (General Manager of the American Health Foundation), Secretary.

A national Board of Directors was formed over the next six months. On September 13, 1979, the U.S. Council officers met with President Jimmy Carter in the Oval Office at the White House. Later that day, the U.S. Council was chartered in Washington, D.C., as a non-profit, private, tax-exempt organization.

Meeting with President Carter

At the White House meeting, the President pledged the cooperation and support of his administration and the U.S. Government for the planning and execution of the IYDP as a private sector initiative in the United States. President Carter urged the U.S. Council to continue America's leadership in this important area of human concern, noting that in addition to the 35,000,000 disabled Americans, there are a half billion disabled persons throughout the world who, over the long term, could benefit from a vigorous IYDP observance. Citing America's commitment to opening opportunities for disabled persons, he expressed his hope that Mr. Kearns and the U.S. Council would do everything possible to mobilize resources aimed at alleviating the enormous human and economic burdens of disability and to set directions for future action. He also commended Mr. Kearns for his public-spirited effort in generating support in the corporate community and for creating a truly effective partnership between government and the private sector.

Public-Private Cooperation at the National Level

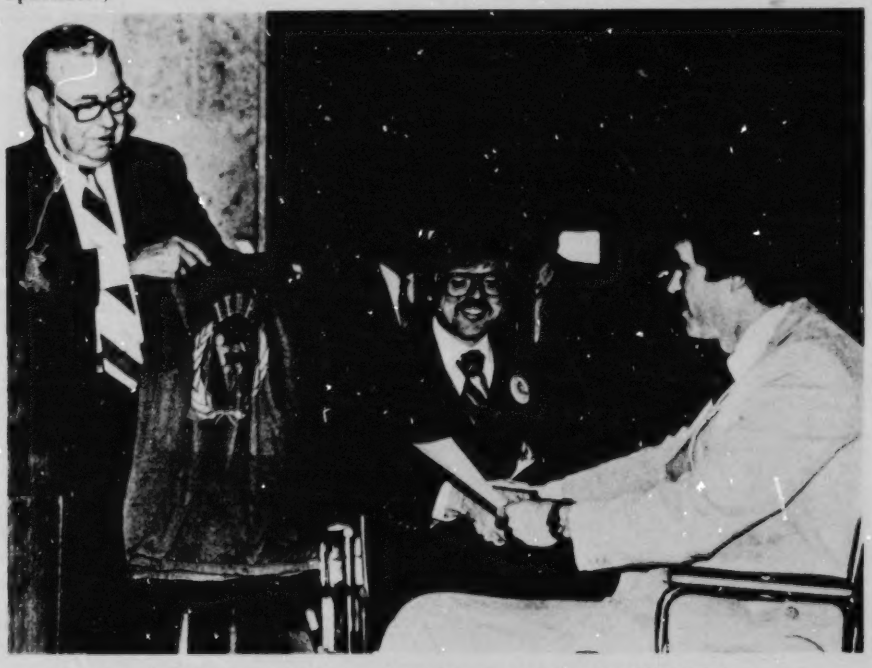
In November 1979, representatives of U.S. Government agencies met to develop plans for their participation in the IYDP. The Federal Interagency Committee for IYDP was created to coordinate the activities and involvement of government agencies concerned with the disabled. Three cabinet officers, the secretaries of the Department of State, the Department of Education, and the Department of Health and Human Services (formerly HEW), served as co-chairpersons of the Federal Interagency Committee and designated senior representatives (Ambassador John McDonald, Assistant Secretary Dorcas Hardy, and Assistant Secretary Jean Tufts respectively) to represent them at the Committee's regular meeting and to provide leadership for its secretariat. Mr. Harold O'Flaherty, an official of the Public Health Service, served as executive director.

The Federal Interagency Committee and the U.S. Council for IYDP recognized that close cooperation and collaboration would be necessary to ensure optimum use of resources. The U.S. Council's role was to carry the UN challenge of IYDP to the communities of America through an action-oriented program, while the Federal

Interagency Committee's task was to coordinate and stimulate the IYDP effort within the government at the national, regional, state and local levels.

The U.S. Council for IYDP and the Federal Interagency Committee for IYDP developed and promoted a joint mission statement. (See Exhibit B - United States IYDP Mission Statement.) This Mission Statement set forth long-term goals to be furthered in the IYDP and beyond. Subsequently, the Statement was adopted by thousands of American communities, states, counties and organizations for the IYDP and reaffirmed in the 1982 National Year of Disabled Persons. Setting forth long-term goals in the Mission Statement gave recognition to the fact that the problems of disability, unfortunately, could not be solved in a year or two; but progress toward them could be accelerated.

Of great importance to the execution of the United States IYDP program was the support of the members of Congress. U.S. Council officers called on members of the Senate and the House of Representatives, enlisting fifteen leaders from both houses as Honorary Sponsors. These national leaders, disabled and non-disabled, represented both political parties. They provided encouragement and support to the IYDP effort over the next two years. (See Exhibit C - U.S. Council IYDP Honorary Sponsors.)



OHIO GOVERNOR JAMES A. RHODES inspects an IYDP T-shirt presented to him by Steven Orders, right, community partner liaison from Marietta, as David Williams, center, liaison from Ohio's flagship community Garfield Heights, presents Orders with a Certificate of Appreciation.

IV.
A Year of Preparation - 1980

The growing awareness by people in the United States of the need to address the problems and opportunities facing 35,000,000 disabled Americans gave urgency to the development of a meaningful IYDP program. The fact that the U.S. Council came into being in response to a UN proclamation, rather than as the direct result of the expression of human need, necessitated especially careful conceptualizing and articulating of the IYDP program. The year 1980 was devoted to developing strategy and plans, formulating programs, raising funds, building a staff, and, most importantly, establishing a national network for IYDP action.

Shaping Strategy and Programs

Recognizing that much could be learned from previous national and international observances, in early 1980 the U.S. Council for IYDP formed a strategy planning group to identify the best approaches, as well as those to be avoided. Individuals who had been active with the American Revolution Bicentennial Administration, the International Women's Year, the International Year of the Child, and the White House Conference on Handicapped Individuals, comprised this group. They helped the U.S. Council define its role as a non-directive one. The Council then would challenge America's communities, provide guidance for their programming, encourage their activities and ensure recognition. The focus for action would be towns, cities, and counties where disabled persons live, work, worship, and seek opportunity. The group felt this grass-roots activity would lead to the greatest long-term progress and commitment.

The Strategy Planning Group recommended that:

1. The Council should seek to transfer the UN challenge to the communities of America which, in turn, should be enccuraged to exercise maximum initiative, creativity and determination.

2. The Council should further attitudinal change and promote national dialogue on the issues of disability.

3. The U.S. Council should refrain from becoming involved in specific causes and issues. It should foster a coincidence of interest between the overall public and disabled Americans.

4. The Council should be a catalyst and stimulator, rather than operator of programs. It should not attempt to conduct substantive programs or projects of its own, since it lacked necessary time and resources. Moreover, such efforts would be carried out by the many organizations with experience in the area of disability.

5. Methods should be devised to bring the enormously diverse and varied resources of both the public and private sectors to bear upon the task of assuring "full participation."

The strategy planning group also recommended the IYDP theme of "partnership." Most disabled Americans want maximum independence. Yet, while striving for it, they necessarily rely on the support and cooperation of others — of partners. Therefore, the concept of partnership between disabled and non-disabled individuals seemed appropriate. Moreover, this theme was embodied in the UN symbol for the Year noted earlier.

Partnership between the government and private sectors in mounting a truly national effort, especially in the limited time available, would be essential. Partnership between national, state and local groups also would be necessary to stimulate purposeful community activity. The idea of partnership thus became the keystone of the U.S. Council's nationwide IYDP program.

Drawing upon the experience of the Horizons Program of the 1976 American Bicentennial observance, the Council adopted as its central program for community involvment, the process of goal-setting. The strategy planning group advised that identification and pursuit of locally appropriate goals would lead to longer-lasting impact in meeting the serious problems of disability in participating communities.

Building a Board of Directors

U.S. Council Chairman David Kearns invited leaders from all sectors of American life to serve on the board of directors of the U.S. Council. (See Exhibit D - U.S. Council Board of Directors.) Consistent with the principle of partnership, approximately half of these board members were disabled or had disabled family members.

Whether disabled or not, board members participated actively. They provided active leadership. They raised funds. They contributed funds. They made speeches. They provided in-kind services and support to the U.S. Council. Many of them traveled throughout the country to attend U.S. Council board meetings, conferences, and events, or to meet with state and community groups.

Mr. Kearns formed a small executive committee, which met 15 times during the 28 months of the Council's existence, to plan and oversee the activities of the organization. The full board held five meetings, the final one on October 22, 1981, prior to the planned dissolution of the organization at the end of the IYDP.

Funding the U.S. Council

The U.S. Council Executive Committee adopted a budget of 2.6 million dollars for the Council's operations from September 1979 through December

1981. Board member, William S. Fishman, Chairman of ARA Services, Inc., served as chairman of the fundraising committee, and, in turn, secured the cooperation of other board members. Corporations and Foundations contributed 1.8 million dollars. (See Exhibit E - Contributors to the U.S. Council.) Approximately 500,000 dollars was provided in in-kind services, and the Department of Education's National Institute on Handicapped Research made a grant of 300,000 dollars.

The Executive Committee decided not to seek funds from organizations active in the field of disability, since these groups themselves would require all available resources for their own IYDP efforts. On the advice of outside fundraising counsel, fundraising through mass appeals also was rejected because time was limited and the U.S. Council, as a new organization, lacked name recognition.

Building the U.S. Council Organization

As funds became available, a staff of competent, dedicated individuals was recruited. It was comprised of both disabled and non-disabled individuals with a variety of experience. At its peak, the U.S. Council had a staff of 35 persons in its Washington and New York offices. (See Exhibit F - Staff Members of the U.S. Council.)

Building an effective organization in the limited time available, while raising funds to support it, was a challenge. The Council was most fortunate in having the invaluable counsel and assistance of several outstanding business executives: Marcel C. Durot, Vice President of G.D. Searle Company; Homer Schoen, Manager of Internal Communications, Xerox Corporation; Mr. William Flynn, Regional Manager, Xerox Corporation, who, on executive loan, served as U.S. Council Executive Vice President; Mr. Michael Zullo, Branch Manager, IBM, who served on executive loan as Director of the U.S. Council's Corporate Partnership Program; and Mr. William Wilbur, President, House of Seagrams, who served as Volunteer Coordinator for the U.S. Council's national Advertising Council campaign.

V.
The IYDP Nationwide Partnership Response - 1981

Thanks to the extensive preparations throughout the country, America's response to the United Nations' IYDP challenge was rooted in local initiative and voluntary action rather than in national conferences and media events. This response was vigorous and purposeful in the 1,850 towns, cities and counties which participated in the Community Partnership Program, the U.S. Council's major effort for carrying the UN challenge to the localities of America.

In this program, people from all walks of life formed partnerships - of disabled and non-disabled persons; the private sector and government; and organizations at the national, state, and local levels. These partnerships were in the best tradition of American voluntarism, for they drew effectively upon some of the finest qualities of our citizens - determination, compassion, creativity, resourcefulness, and ability to organize.

It would require many volumes to do justice to the hard work and contribution of the people throughout America who responded to the IYDP challenge in this special effort to accelerate progress during the IYDP and to set directions for the future. The combined efforts of many groups led to the success of the IYDP. In the words of Bruce Blower, Chairman of the Long Island, New York Regional IYDP Council, one of the U.S. Council's 1,850 Community Partners, "Perhaps one of the most important benefits of the International Year was bringing together various organizations representing different types of disabilities to the Regional Council to work toward common goals and objectives. For the first time, we have seen groups of blind meeting with the deaf and the mobility impaired and mentally impaired to work together and to learn to understand each others' problems."

Ultimately it is in the towns and cities of America that the problems of disability must be addressed. It is there that 35 million people with disabilities go about their lives. As part of the U.S. Council's Community Partnership Program, towns held meetings, mayors and other officials issued proclamations, and citizens mobilized their energies for creative, productive action. Many new groups, as well as existing ones, joined in these grass-roots efforts. Their ideas were innovative, their projects meaningful, and many of their achievements will have lasting impact. The variety and scope of their responses are described in the special publication, "The

Challenge of Disability: America's Communities Respond." (This publication, obtainable separately from the National Organization on Disability, provides numerous case examples of IYDP community action throughout the country.)

The commitment and dedication at the local level was expressed well, toward the end of the IYDP, by Jerry Johnson, Coordinator for the Merced County, California Committee for the International Year of Disabled Persons, "Our local committee will be meeting, renaming ourselves and continuing to make every effort to continue to increase public awareness about the handicapped and their needs. We are grateful for the IYDP as it has enabled us to begin doing something that probably never would have started."

The many groups throughout America who mobilized for IYDP action included communities, national organizations, corporations, civic groups, the educational and religious communities, labor unions, governors and state officials, the United States Congress, federal agencies, and the print and broadcast media. A few examples will illustrate the scope and intensity of the effort, which never could be described adequately.

The Community Partnership Response

In early 1980, the U.S. Council requested thousands of mayors, county commissioners, and other local chief elected officials to appoint liaisons to the Council. These individuals then received materials from the Council on community organizing. After a community formed a committee and a chairperson was elected, he or she and the liaison received further guidance from the Council on fundraising, goal-setting, and enlisting local media support. Thus began an active process of two-way communication with the U.S. Council staff which lasted throughout the IYDP. More than 1,850 communities from all states and territories formed Community Partnership Committees.

In order to expand its outreach and magnify its effectiveness, the U.S. Council selected a "Flagship" community in each state. As models for statewide action they provided special leadership and encourgement.

An excellent example of how a community organized for IYDP was Boulder, Colorado. Its Community Partnership approach distinguishes it from the thousands of worthwhile individual projects which also were carried out in towns and cities across the country.

Boulder is a college town nestled in the foothills of the Rocky Mountains. The presence of the University of Colorado gives Boulder a relatively young, transient population. There are 80,000 permanent city residents of whom approximately 10-12% are disabled. The city funds the Boulder Committee on the Handicapped and the University funds the Office of Services to Disabled Students.

In August 1980, the Boulder Committee on the Handicapped initiated planning for IYDP by using its internal network to broaden its membership. According to Liaison to the U.S. Council, Homer Page, "It was important that the IYDP committee consist of diverse groups and individuals. We wanted to assure the representation of many different disabilities as well as create a partner-

ship with the non-disabled community." The Committee as a whole created an IYDP subcommittee for the development of the Boulder observance.

"We thought it would help us to organize programs on a thematic basis. By focusing on a different topic each month we felt we could cover a broad range of issues," explained Page. The IYDP subcommittee developed the following monthly, thematic agenda, which was approved by the whole committee:

January - Introduction
February - Accessible Building
March - Winter Recreation
April - Health & Medical Care
May - Legislation/Advocacy
June - Summer Recreation
July - Transportation
August - Community Access
September - Education
October - Creativity
November - Employment
December - Independent Living

" For each month," Page continued, "a task force was formed and a chairperson assigned to hold meetings and 'brainstorm' ideas for programs. Each task force had the responsibility to develop its theme, set objectives, target specific community resources, and decide on potential activities to reach the stated objectives."

"The process of developing the specifics for each topic was illuminating for the whole committee. People weren't used to incorporating so many variables. Hearing-impaired individuals began thinking about physical accessibility. Park and Recreation representatives became aware of advocacy issues and everyone's focus was expanded. In and of itself, the experience served to educate us all," stated Page.

After assimilating the information, the individual task forces then explored the feasibility of each of their potential activities and selected priorities. Each task force had its own internal responsibility for planning, publicizing and coordinating programs. The larger committee was available for assistance when needed.

"We planned many exciting programs," claimed Page. "One of our most outstanding months was August when the Community Access task force developed projects that would have on-going impact." For example:

1. The committee spearheaded an advocacy effort which resulted in the passage of a handicapped parking ordinance. The new law permitted the issuance of citations to persons parking illegally in handicapped spots. The law applied to both public and private lots. Task force members also sat on the committee evaluating the ordinance's continuing effectiveness.

2. The task force worked with the Board of Realtors and provided them with information regarding housing accessibility. As a result, the realtors have now incorporated in their multiple listings a code indicating accessible or adaptable homes.

3. Architects participated in two seminars which explored the many facets of accessible buildings. The task force intends these seminars to be an on-going project based on the architects requirements and the committee's perception of need.

"For each of our topics, IYDP has provided us with a focus, given us access to the press, and a rationale for our activities," explained Page. "It was also a good opportunity to broaden the base of our Committee on the Handicapped." Having organized their IYDP program by monthly themes, the committee made excellent use of this special Year. Activities developed during the Year will have a long-term impact on the lives of Boulder's disabled citizens.

The Boulder Community Profile illustrates the kind of community-wide program and process developed by 1,850 Community Partners.

The IYDP profile of Milwaukee, Wisconsin, illustrates how the Community Partnership Program was conducted in larger cities.

Milwaukee, Wisconsin, is located on Lake Michigan in the southeast portion of the state. With a population of a million, approximately 12% of Milwaukee's citizens are disabled. The county of Milwaukee maintains a Commission for Handicapped and Disabled Persons which serves both city and county residents.

In June 1980, the County Commission formed "Partners in Action" to implement and coordinate city and county IYDP programming. With the active support of the County Executive, the Partners in Action committee recruited over 200 members representing a cross section of the community. Disabled persons, voluntary agencies, the private sector, the religious community, media representatives, labor unions and local professionals made up the membership.

"We were overwhelmed by the response to Partners in Action," stated Evelyn Brandell, Executive Director of the Committee and liaison to the U.S. Council. "By the middle of the Year we had people calling and asking if they could sit on the committee." In order to work effectively with such a large group of people, Partners in Action was divided into the following sub-committees:

- Steering Committee
- Housing and Transportation
- Community Awareness
- Professional Interdisciplinary
- Promotion and Publicity
- Education and Employment

The committee as a whole set the overall goals. The steering committee provided linkage between the various sub-committees. Each of the other sub-committees determined their own appropriate goals and activities.

In selecting the slogan "Disabled People are Able," the committee focused on ability, not disability. Partners in Action was responsible for preparing an integrated observance of IYDP. "It was our job to work toward changing community attitudes and to help make better use of Milwaukee's existing private community resources," observed Brandell. To that end the committee developed a

statement of rights for disabled people as well as specific guidelines for action, such as:

- disabled persons together with nondisabled persons will take leadership roles;
- larger common goals will be achieved by consensus; and less important goals must take a secondary place.

According to Brandell, "With so many people involved in the Committee we anticipated the potential for conflict - as a result we hammered out our philosophy and established clear guidelines early on. This saved us time and alleviated any serious internal problems.

"The majority of IYDP programs were implemented with minimal funding due to the high level of commitment of the committee members. The County Commission provided some financial resources, staff support and office space. We decided that our programs must not compete for funds with the local voluntary agencies. We received excellent support from the Commission and some money from the sales of an IYDP flag. However, the bulk of our programs were the result of donated resources, executive skills and volunteer power," Brandell stated. Each subcommittee was responsible for planning its own activities. However, publicity was coordinated by the Promotions Subcommittee which was guided by the volunteer services of the Milwaukee Advertising and Public Relations Society.

During the course of the Year, IYDP inundated Milwaukee. The comprehensive committee representation enhanced the integration of the Year into all aspects of the community. Some examples:

- No Longer A Spectator: A free Recreational Exposition featuring nearly 50 organizations involved in leisure activities for disabled persons. The program was sponsored by the Sacred Heart Rehabilitation Hospital and a major TV station.
- Festa Italiana: An Italian cultural festival opened its four-day celebration with VIP observance of IYDP. Free tickets for the event were made available to disabled persons through related service agencies.
- TV6 Awareness Month: During August, TV6 offered special programming entitled "The Disabled are Able." Programs included an analysis of mental illness and its effects on families; a look at group homes for mentally retarded persons, as well as special human interest features and an editorial emphasis on persons with disabilities.
- Equal Employment Officer: A newly-created position announced during the IYDP "kick off" in January. This position will help insure the coordination of a comprehensive Section 504 compliance program by the county government.

"The year culminated with 'Dimensions in Independence' the first Midwest Exposition and Conference on Rehabilitation Aids through Co-Invention by and with Disabled Consumers. It should be noted that the Mayor of Milwaukee, Henry W. Maier, provided 'Dimensions' with a seed grant of $15,000, further demonstrating the city's commitment to IYDP. The partnership concept is what made this program so unique," explained Brandell. Over the two days more than 8,200 people visited the 110 exhibitions. "Dimensions" brought IYDP to the streets of Milwaukee and served to make the whole community more aware of the talents of disabled persons.

During IYDP, much was begun which has far-reaching significance to Milwaukee. Brandell explained, "Partners is now working on a three-year plan to continue utilizing Milwaukee's resources in new and exciting ways. In conjunction with the County Commission we intend to develop a means for channeling those resources into the gaps created by federal budget cutbacks. IYDP has been a real boost to our community. I'm proud of what the citizens of Milwaukee have been able to accomplish."

Large cities and small towns, whether urban, suburban or rural, thus responded in their own ways to the guidance and urging of the U.S. Council through its Community Partnership Program. ("The Challenge of Disability: America's Communities Respond," mentioned above, contains a listing of these 1,850 participating communities.)

Many specific community projects also stand out. The responses were as varied as the towns, counties, and cities themselves. Sunrise, Florida, for example, the first locality in the country to become a Community Partner of the U.S. Council, conducted a voter registration drive to enable disabled citizens to exercise their right to vote. In Grand Forks, North Dakota, the IYDP committee purchased eight vans to provide special transportation for disabled persons so that they could travel to jobs, school, church, and shopping. The IYDP committee in Louisville, Kentucky, arranged to have restaurant menus prepared in braille for blind customers. In Gulfport, Mississippi, the IYDP group built special ramps to enable mobility-impaired citizens to enjoy the ocean front. In Bergen County, New Jersey, the IYDP Committee developed a centralized job register and telephone hotline which resulted in jobs for disabled people. The following additional examples convey the diversity and the imagination of IYDP community projects communicated to the U.S. Council:

Homes for the Mentally Impaired
Florissant, Missouri

The waiting list to get into one of Missouri's community residences for mentally impaired residents is so long, many mentally disabled citizens are forced into state institutions until space in these homes is available. The director of the State Division on Mental Retardation estimates an additional 3,000 beds are needed. To solve the problem, members of the Florissant Valley IYDP committee sought a local residence for mentally retarded adults without families. Many of them work in the community, and citizens are working to keep them there.

Doctors' Visits Raise Big Questions
Saginaw, Michigan

For the physically disabled person, the accessibility of a doctor's office can be very important in deciding which physician or dentist to go to. To help their residents overcome this problem, the IYDP committee in Saginaw, Michigan, conducted a survey and published the results of the accessibility of all doctors and dentists offices in the area.

A Foreign Exchange Program
St. Cloud, Minnesota

St. Cloud, Minnesota, started a Disabled Persons Foreign Exchange Program with France and Norway. IYDP liaison Katherine Wingen, said physically impaired people are usually passed over in such programs because of their limitations, but Wingen, herself wheelchair-bound, saw the International Year as the perfect time to start such a program that does not discriminate against physically limited people.

There's More Than Books at the Library
Westchester, New York

The Westchester County, New York, library system generated public awareness through films. They established a special fund to buy films related to disabilities so they can loan them to schools and organizations. The library also commissioned production of a film to deal with the full participation of disabled people in leisure activities.

Operation Evacuation
Miramar, Florida

The coastal town of Miramar, Florida, has experienced so many tropical storms and hurricanes, they devised an emergency assistance program to evacuate all disabled persons and have their empty homes secured by police and the fire department.

A Simple Stroke of Genius
Frederick, Maryland

Stroke victims in Frederick, Maryland, wanted to form a club, but found most members couldn't get to the meetings. Stroke sufferers face slow recovery and many cannot drive or use public transportation. The IYDP committee solved the problem by contacting a local used car dealer and requesting his help. The car dealership provided delivery service for the club members free of charge, and in return, it received publicity for its good will.

When Fire Strikes
Los Angeles, California and Las Vegas, Nevada

A fire emergency at home or at work is a frightening experience for everyone. For people with physical limitations, it is especially dangerous and frightening. A hearing- or speech-impaired person can be aware of a fire, but in most cities, has no way of communicating it to the fire department. For wheelchair-bound individuals living in a high-rise, the time it takes help to arrive and carry them to safety, may be too long.

That is why cities like Las Vegas and Los Angeles developed a fire safety program for physically impaired citizens. It's an IYDP program that is catching on around the country. Special communications equipment for hearing-and speech-impaired people is used; emergency telephone numbers are posted in braille; and pamphlets that spell out three rescue carriers for non-ambulatory individuals are distributed to all wheelchair-bound citizens. In an emergency, a disabled person can instruct a rescuer on the appropriate rescue technique.

Designers Are Catering to Disabled Buyers
Norfolk, Virginia

Some clothing manufacturers specialize in clothes for disabled persons who, because of a lost limb, or because they ride in wheelchairs or wear braces, need extra room in sometimes unlikely places. In Norfolk, Virginia, the IYDP committee sponsored a "Clothing for Disabled Consumers" fashion show. The show became so popular, the committee plans to continue it after the International Year ends.

A Recreation Center Just for Disabled Persons
Charlotte, North Carolina

April 1, 1981, marked the IYDP ribbon-cutting ceremony of the first completely accessible recreation center in Charlotte, North Carolina. Though only the first phase is ready for use, the entire facility will eventually permit full participation in recreation activities by disabled citizens. It features an extra-long, extra-wide gymnasium for wheelchair sports, accessible showers, and paved nature trails. When all the construction is completed, the center will boast an accessible swimming pool and track, and will offer arts and crafts activities for mobility-impaired residents. Five years ago, Charlotte had no programs for disabled citizens.

The Pittsburgh Connection
Pittsburgh, Pennsylvania

An IYDP program sponsored by the Pennsylvania Vocational Rehabilitation Agency offered a job clearinghouse for public and private vocational agencies

working to place trained, physically, and mentally, impaired workers. This innovative, first-of-its-kind program did not actively place disabled workers in jobs. Instead, staff members of the Pittsburgh Alliance for the Employment of the Handicapped collected leads and disseminated them through the proper channels. Several cities are modeling their programs after the Pittsburgh Alliance program.

Celebration '81
The Atlanta Arts Festival
Atlanta, Georgia

Actually, planners of this event called it the International Arts Festival and Symposium About the Creative Potential of Disabled Persons. There were exhibitions, theatrical performances, demonstrations, lectures, and workshops concerning every facet of the disabled person in the arts. The festival was held in Atlanta from May 9-17, 1981.

Arts are often the last thing considered important for disabled people. They stressed the need for expressive therapies, like the arts, and assembled a festival of the best and most innovative ideas for full participation in all the arts.

Access to Boston
Boston, Massachusetts

People with mobility, vision, or hearing impairments will not have as much trouble getting around Boston, thanks to the IYDP Boston Access Guide. The guide not only informs wheelchair-bound tourists of each attraction's accessibility and the accessibility of certain routes; it also caters to other disabilities, and is printed in large type, in braille, and also recorded on tape.

Emphasize the Abilities to Get Job Done
San Bernadino, California

In San Bernadino, California, an organization called Rolling Start, Inc., provides personal care training for mentally disabled teenagers and adults, then places their graduates in jobs as personal care attendants with physically limited individuals who require attendant care.

For Beach Lovers
Dade County, Florida

Aside from Dade County's accessible beaches, with paved ramps leading right to the ocean, this vacation paradise will soon offer a completely accessible campground for persons with mobility impairments.

National Partner Organizations

In the words of U.S. Council Chairman, David Kearns, "America's vigorous observance of the 1981 International Year of Disabled Persons reflected this country's spirit of voluntarism." It would not have been possible without the energetic and enthusiastic efforts of national voluntary organizations whose members serve year after year in various capacities to enrich the lives of all Americans through professional, trade, health, religious, labor and many other groups. As De Tocqueville, the French writer and visitor to America, noted 150 years ago, "The ability to organize voluntarily and work together to do a job is part of the genius of America." In response to letters of invitation, 330 national organizations joined with the U.S. Council for IYDP as "National Partners" to observe the year in ways they considered appropriate. In a coordinated effort, and as an integral part of the Community Partnership Program, the local chapters of these national organizations worked closely with the Community Partnership Committees.

These organizations included the country's major disability organizations, of course, but many others with a wide range of interests, such as the National Association of Manufacturers, the National Restaurant Association, the Boy Scouts of America, the American Red Cross, Zonta International, and the National Extension Homemakers Council also participated. The U.S. Council for IYDP communicated regularly with liaisons appointed by each of these 330 national organizations to ensure that they were informed about IYDP planning and to facilitate two-way exchange of ideas.

These organizations adopted resolutions at their national conventions; they worked with community groups in setting and achieving goals; they organized hundreds of special conferences on disability-related subjects; they held planning meetings for the future; they arranged special nationwide and local media events to increase awareness; and they issued publications in their special areas of concern to benefit America's disabled persons over the long term. (See Exhibit G - National Partner Organizations of the U.S. Council.)

As with the Community Partners of the U.S. Council, it would be impossible to describe adequately the involvement and achievement of the National Partner organizations. A few examples can only stimulate the imagination about their IYDP response.

The 5,000,000-member National 4H Council, for example, dedicated to the all-around development of youth, initiated "Learning-by-Doing" projects for disabled youngsters. These projects ranged from cooking and childcare to horsemanship and small engine maintenance. The 4H encouraged their local organizations to work with civic groups, professional and service organizations and government agencies in a nationwide program involving disabled youth. The National 4H Council sponsored training forums for leaders. It made many local youth programs and facilities accessible to disabled children. 4H campers were taught first aid principles emphasizing accident prevention. 4H members in communities learned sign language to communicate with their deaf colleagues. Special courses were taught in ceramics and other handicrafts. According to Charles Freeman, the National 4H Council IYDP

Liaison, "The momentum begun during the International Year will carry us for many more to come."

The National Easter Seal society was one of the organizations which founded the U.S. Council for IYDP. It also was one of the first national organizations to endorse the IYDP observance, by passing a resolution on August 11, 1979.

Founded in 1921, the National Easter Seal Society has 47 state and 100 local affiliates throughout the United States. The Society provides comprehensive rehabilitation services, reaching approximately 350,000 physically disabled clients annually. In addition, it carries out active programs of legislative advocacy, promotion of a barrier free environment and prevention of disabilities.

The National Easter Seal Society was active in building networks to promote the IYDP goals at the national, state and grass roots levels. While the National Easter Seal Society has served disabled people throughout its sixty-year history, the organization was able to use the IYDP to enhance programs already in existence and, in some cases, to create new ones.

A number of the Society's national activities helped focus attention on IYDP:

- Design for Accessibility, a travelling show, explained federal regulations on architectural accessibility. Presented at conventions and numerous organization meetings in 1980 and 1981, its purpose was to help builders, code officials, designers and others better understand and implement programs of accessibility.
- In cooperation with the National Restaurant Association, the Society produced "Tips for Hospitality," offering helpful suggestions for making restaurants accessible and hospitable to patrons with disabilities.

To promote the linking of its local and state affiliates with the Community Partnership Program, the National Easter Seal Society used its national publications and annual Handicap Awareness Week to inform local groups of IYDP programs and to encourage them to become involved. For instance:

- The Quarterly EASTER SEAL COMMUNICATOR included numerous articles with an IYDP theme.
- REHABILITATION LITERATURE, a publication for rehabilitation professionals, was devoted to the IYDP.
- NATIONAL NEWS, a weekly newsletter for directors of all affiliates, carried in its Sept./Oct. '81 issue, a variety of IYDP program ideas.

Easter Seal affiliates at the state and local levels were active participants in the Community Partnership Program. Many Easter Seal staff members served as IYDP Community Partner Liaisons, Chairpersons and committee members. Local Easter Seal activities promoted the IYDP goals in a number of ways. For example:

- The Illinois Easter Seal Society joined with the State Department of Rehabilitaton Services to promote accessibility of polling places. The campaign included news releases and posters.
- In Connecticut, the state Society's Director of External Affairs served on the statewide IYDP planning commission and the Connecticut Easter Seal Society provided clerical services for the state IYDP coordinating committee.
- In Arizona, a local Easter Seal Society affiliate published an access guide to the Valley of the Sun. The Arizona Society joined with the Governor's Committee on Employment of the Handicapped and the Arizona Society of the American Institute of Architects in the first annual Arizona Barrier Free Design Awards program, established in honor of IYDP.
- In Helena, Montana, the local Easter Seal Society sponsored a wheelchair sports clinic as part of its observance of IYDP.
- The Maine Society helped produce a 60-second television public service announcement, featuring the governor and members of the state IYDP committee.
- The Easter Seal Society in Providence, Rhode Island, sponsored a special column, "About the Disabled," which appeared weekly in the Providence SUN JOURNAL.

For the future, the Easter Seal Society plans to continue to work toward the goal of "full participation with equality." According to an Easter Seal publication on its IYDP involvement, "The commitment to increasing public understanding of the needs, rights and abilities of persons with disabilities will remain long after the final curtain comes down on this special Year."

The United Nations Association of the United States, which promotes the broad purposes of the United Nations, mobilized its 175 chapters throughout the United States. The UNA undertook special IYDP programs in cooperation with the U.S. Council. It produced flyers providing chapter members with ideas about the global problems of disability. UNA activities included adopting a school for disabled children in an African country; raising funds to send a bracemaker to a developing country, and raising funds for braille kits in developing countries. The UNA organized disability information programs in local schools throughout the United States. The following are examples of UNA-IYDP local approaches:

- In South Bend, Indiana, the UN Day Dinner featured the chairperson of the South Bend IYDP Committee as keynote speaker.
- The Mid-Long Island, New York Chapter held their UN Day Observance in a local school for severely educationally and emotionally handicapped young people and heard a local education expert talk about education of handicapped children.
- UN Day activities in Sun City, Arizona, included a panel discussion on international, national and local disability issues.

- The Pacific Chapter of UNA provided information on IYDP to Los Angeles area public schools in its regularly distributed educational kits of United Nations and UN-related materials.
- The Greater Bridgeport UNA Chapter used one of its regular meetings to inform members on disability issues, inviting speakers from various local rehabilitative agencies.
- The Michigan Division of UNA and other national organizations' affiliates sponsored an IYDP conference on "Creating Alternatives for the Disabled, the Handicapped and Handicappers." Organized as a public awareness forum and attended by 200 UNA members and the general public, the conference featured presentations by leaders representing the handicapped community.
- UNA Hawaii, along with the state IYDP planning committee, held a special benefit day at the Honolulu Zoo, focusing on handicap awareness. Proceeds from the benefit went towards funding increased zoo accessibility features, such as ramps, brailled signs, video tapes, etc.

On UN Day, October 20, 1981, the UNA featured the disability theme. UNA - USA program director, Gail Reese, stated "All regional and local chapters were aware that UNA - USA was a U.S. Council for IYDP National Partner, and this encouraged them to participate. The IYDP gave us themes to focus on, and the Community Partnership Program offered a structure which enabled us, as a national organization, to stimulate involvement at the state and community levels."

The American Library Association initiated programs for disabled library users throughout the United States. The Martin Luther King Library in Washington, D.C., featured a year-long exhibit of the works of 20 disabled American authors. Special access programs were initiated for the mobility impaired. Thanks to the hard work of many volunteers, the ALA started a special nationwide program of reading books on tapes for the blind.

The Young Men's Christian Association, with its 2,000 local YMCA's, ran special youth programs in communities to bring together disabled youngsters and their non-disabled counterparts and thus break down stereotypes and attitudinal barriers in communities.

One of America's leading voluntary associations, the American Hospital Association, carried out an extensive media campaign urging its thousands of public and private hospitals throughout the United States to expand awareness of disability prevention possibilities, to improve accommodations for disabled persons, and to expand access to hospitals.

The active participation of communities throughout the country would not have been possible without the determined and sustained efforts of the U.S. Conference of Mayors, the National Association of Counties, the National League of Cities, and the National Governors' Association. These organizations were National Partners of the U.S. Council. They passed resolutions and pro-

vided leadership support. More importantly, they communicated frequently with their members to ensure cooperation and action in their respective constituencies, ensuring that the International Year of Disabled Persons remained high on their agenda.

These are but a few illustrations of the hundreds of purposeful and enthusiastic programs of national organizations in the IYDP. Hundreds of organizations devoted specifically to improving the lives of disabled Americans worked hand in hand with the non-disability-related organizations, for many of whom the IYDP presented first-time exposure to disability. The U.S. Council encouraged this process of organizational partnership and cooperation. The interchange of ideas, and the strong relationships which developed between and among these organizations and their members, will serve America's disabled for years to come.

State Partnership Activities

Early in 1980 the U.S. Council asked the governors of all 50 states and the five U.S. territories to appoint liaisons to the U.S. Council. By the beginning of the IYDP, all had done so.

The cooperation and commitment of the governors themselves contributed greatly to the success of the IYDP. They enthusiastically carried the challenge of the United Nations to the people and communities of their states. Governors issued proclamations. Many formed new state-level, broadly-representative governor's councils of disabled to ensure ongoing pursuit of the IYDP's long-term goals. Governors met with community and organization representatives. They sponsored legislation in their states to benefit the disabled.

Board members of the U.S. Council for IYDP included governors Dick Thornburgh of Pennsylvania and John Carlin of Kansas; they provided special leadership at the national level. In cooperation with the National Governors' Association, Governors Thornburgh and Carlin frequently urged their fellow governors throughout the country to undertake special IYDP programs.

U.S. Council President, Alan Reich, spoke to the National Governor's Association Executive Committee, the first representative of an outside organization to do so in seven years. Many governors were inspired by the Year to review and improve their state-level services. As Governor Pierre S. DuPont IV, Governor of Delaware, stated, "We have been observing IYDP by promoting various activities and programs which have been organized by a statewide IYDP committee. We are very proud of the success we have had in improving services to the handicapped in Delaware and are appreciative of the assistance the U.S. Council has given us in ensuring that the International Year of Disabled Persons is a success in our state." Again, to illustrate, we can look at a large state, Minnesota, and at a small one, Connecticut.

The International Year Minnesota Coalition, formed in May 1980, prepared a monthly activity plan, identifying goals and responsibilities throughout the state. A theme was developed to be advanced in the state for each of the 12 months of the IYDP. The IYMC prepared an information packet and circulated it widely throughout the state. For example, in January, Legislation and Legal Rights Month, IYMC

circulated a report on Minnesota's legislators, describing the commitment of each to disabled persons. The IYMC regular newsletter for January included articles for citizens on civil rights and how a bill becomes a law in Minnesota.

In Connecticut a state coalition was formed consisting of a 20-member IYDP advisory board and six task forces to carry out specific programs. The task force members provided on-site technical assistance to communities, such as guiding sports and recreation activities for disabled youngsters; organizing speakers bureaus; preparing manuals; developing a curriculum on sensitizing grade school children to disabilities; and printing information on a variety of disability issues.

Governor James B. Hunt, Jr., of North Carolina summed up the feelings of many governors when he stated, "I am very pleased and proud of the commitment of North Carolinians to celebrating this special year. But our main goal is to take the year out of the 'special' category. Each year in North Carolina will be a year when North Carolina's disabled citizens will not feel special, but a part."

The success of the IYDP in the United States would not have been possible without the dedicated hard work and support of the state liaisons to the U.S. Council. (See Exhibit I - State Liaisons to the U.S. Council.) Their role and effectiveness was summarized by Leon Meenach, Georgia liaison, who wrote in early 1982, "Fifty cities and counties in Georgia responded to carrying the challenge of the UN and the U.S. Council to the grass roots. . . This has been good for Georgia, and it is good for disabled persons and their families."

IYDP Response of Corporate Partners

Again, it was U.S. Council Chairman David Kearns, President of Xerox Corporation, who pointed out that "American industry finds itself with an opportunity - a rich, virtually untapped manpower resource in the 35 million Americans who are described as disabled." He added that, "Through its Corporate Partnership Program, the U.S. Council has consistently carried the message that training and hiring disabled men and women is good business - for companies, for people who want to help themselves, and for an economy that needs to get moving again."

Companies, large and small, demonstrated the best of American corporate social responsibility during the IYDP. Believing that disabled Americans have benefited tremendously from active corporate concern over the past two decades, the U.S. Council established the Corporate Partnership Program to challenge and assist companies in undertaking initiatives they considered important.

The response was overwhelming. First, as indicated on the letterhead of the U.S. Council for IYDP, the corporate leaders responded to the call of Mr. Kearns and committed themselves to guiding the IYDP program in the United States as members of the organization's board of directors. They made speeches to community groups. They urged their fellow employees in newsletters, annual reports, and other publications to carry out their own IYDP activities. They raised funds and they championed programs of employment, accessibility, and community involvement in their companies' plant locations.

While many businesses supported local Community Partnership Committees,

as well as other local disability groups, the organized Corporate Partnership Program of the U.S. Council was the major expression of corporate IYDP commitment. Thanks to IBM, which loaned a full-time executive, the U.S. Council had a special corporate partnership staff and program. With the help of International Harvester Corp., and several other major corporations, the U.S. Council sponsored a conference in 1980 at the International Center for the Disabled in New York. The conference developed practical ideas for companies to carry out in the IYDP. The resulting publication was widely used by the U.S. Council's 270 corporate partner companies and many others. Hundreds of instances of corporate IYDP commitment and programs could be cited. (See Exhibit H - Ten Point Disability Program for Corporations.) A few examples follow:

Xerox Corporation donated $3 million worth of reading machines for the blind to 100 university libraries throughout the country. Northeast Utilities Inc., in Hartford, Connecticut, hired 10 severly disabled individuals including quadriplegics, blind, deaf, and mentally retarded individuals. American Telephone and Telegraph Company conducted numerous exhibits demonstrating special adaptive equipment for telephoning. Control Data Corporation carried out a computer-based education program enabling disabled persons to work as computer programmers in their homes.

The Bank of Albuquerque, New Mexico, conducted an 8-week course in sign language for its staff members so that they could communicate with deaf customers. The bank lowered teller windows for the convenience of wheelchair customers and issued statements in very large type and braille for those with visual impairments.

Additional sample programs and initiatives include:

Adolph Coors Company took steps to ensure the best rehabilitation possible for its disabled personnel. Through a formalized internal vocational rehabilitation program, including a full-time vocational rehabilitation administrator, Coors adopted a program to provide vocational rehabilitation for employees who become disabled as a result of an industrial accident or illness.

American Telephone and Telegraph developed a number of telecommunications devices to assist hearing, sight- or speech-impaired customers. Centers for disabled customers in need of specialized communications equipment such as teletypewriters, telephones with blinking lights instead of ring, or advanced intercom systems for persons in wheelchairs, are now located in major U.S. cities.

Because of its size, AT&T, in cooperation with the Corporate Partnership Program of the U.S. Council, organized a central communications clearinghouse for IYDP activities. IYDP coordinators developed awareness projects for AT&T employees to familiarize them with various kinds of disabilities. The coordinators also evaluated special services required by disabled customers. IYDP projects and guidelines on how to create them were made available to AT&T's one million employees through company publications. The Telephone Pioneers of America, the world's largest social and industrial association and made up entirely of AT&T employees, adopted the IYDP as their main concern for 1981. Local TPA chapters also worked closely with the U.S. Council's Community Partnership committees throughout the United States.

The Banco Popular de Puerto Rico disseminated to its units and branches throughout the island information on its policy regarding disabled persons, on the types of work they are able to do, and on the removal of access barriers in branch banks. Special counseling was provided to personnel interviewers who deal with disabled applicants enabling them to determine what accommodations, if any, should be made so that disabled persons can be hired.

Burroughs-Wellcome Company hosted a conference of a group of specialists in the field of rehabilitation with managers in order to increase the company's awareness of the availability of disabled persons who are potential employees.

Control Data Corporation's "Homework" program used the Control Data PLATO Computer-Based Education System to train and provide work for homebound, long-term disabled employees. "Homework" reestablished contact and communications between the company and its disabled employees, thus providing opportunities for employees to use skills previously acquired, and to learn new ones. It also reduced the high cost of maintaining disabled employees on medical leave.

Detroit Edison developed a number of IYDP initiatives designed to have a positive effect on attitudes towards disabled people, including: an Awareness Program for administrators involving role-playing and discussions on performance standards, attendance, etc.; architectural modifications to accommodate the needs of disabled persons in their office buildings; a continuing program of films on disabled persons for Detroit Edison executives; and intensified effort to recruit and place disabled persons within the company.

Dow Corning solved an access problem at its facility in Auburn, Michigan. In order to accommodate disabled employees the company considered building temporary roads or ramps to the entrance, but none of these ideas really answered the particular problem. Management finally brought the problem to the disabled employees, and they decided that motorized wheelchairs were the solution. Three motorized carts were leased, and specially designed trailers were built to facilitate the wheelchairs. Storage "garages" were built next to the reserved parking spaces. An electric charging unit was installed and carts are now plugged in to be charged during the work day.

Employers Insurance of Wausau held a national symposium on the psychology of disability; published a monograph on the company's position on the rehabilitation of disabled people; and sponsored a recognition program honoring company employees doing community volunteer work on behalf of disabled individuals and groups.

IBM sponsored a half-million dollar IYDP newspaper and magazine advertising campaign to promote the hiring of disabled persons.

Levi Strauss prepared a barriers checklist for use by any organization concerned with the accessibility of its facilities. The checklist received wide distribution during the IYDP.

Republic Steel carried out an accessibility survey. Two of the company's headquarters personnel staff now serve on the Advisory Council of the Great Lakes Association of Industry and Rehabilitation whose purpose is to unite

business, industry and rehabilitation in the common cause of providing high quality training programs and placement services to disabled persons.

Sears, Roebuck and Co. specialized in recruitment and training methods. Sears, Roebuck's IYDP observance emphasized on-going corporate activities relating to the disabled community. Special attention was given to the inclusion of blind and deaf individuals as regular students in the company's computer programming course. Summer internships were provided to two severely disabled college students. Sears started an experimental school for severely disabled individuals to determine whether these students can be trained for Sears entry-level positions a year or two prior to graduation. The wrapper of the big Fall Sears catalog carried a message that 1981 was the International Year of Disabled Persons. It called attention to products designed to accommodate the special needs of disabled individuals, such as appliances with braille control panels, closed-captioning for TV sets, and alarm systems for hearing-impaired persons.

Texaco helped spread the word. During the spring of 1981, the company sponsored a unique two-day communications workshop in conjunction with the American Coalition of Citizens with Disabilities. Five Texaco public relations professionals advised the Coalition representatives about getting their message across to business, legislators, and the general public more effectively. The intensive workshop, attended by ACCD volunteers in the region, was specifically timed to enable the participants to communicate issues of special importance during the IYDP. A second similar ACCD/Texaco workshop was held in Washington, D.C.

Time Inc., as one of its many IYDP projects, installed a hard-copy terminal and phone line in the laundry room of Sheila Morgano, a polio-disabled wife and mother of two. Because of her direct tie into the company's computer network, Mrs. Morgano now puts in 35 hours a week as a programmer in Time Inc.'s Chicago Subscription Services without having to leave home. While she does go in to the Time & Life Building one day a week to catch up on filing and memos and to pick up new assignments, she and her supervisor have found that most problems can be easily handled over the telephone.

United Technologies Corporation donated $75,000 to "Access To The Skies," a Rehabilitation International USA program whose goal is to develop wheelchair accessibility in commercial aircraft. In addition, UTC gave a substantial donation and the use of its Research Center to develop computerized gait laboratories for the Children's Hospital in Newington, Connecticut.

Hundreds of companies throughout the United States worked closely with their local Community Partnership committees, providing guidance and assistance in organizing local activities, goal setting, fund raising, and conducting job fairs. (See "The Challenge of Disability: Ten Corporate Responses" for a listing of the 270 corporations who became corporate partners of the U.S. Council and for a more detailed description of this program.)

Many corporate leaders expressed their feelings about the IYDP and future disability efforts of America's business community.

"Congratulations to you and your entire staff for your efforts in

raising the consciousness of American industry regarding our disabled population. We share the hope that this year's efforts will lay the groundwork for full participation by the disabled in our society."
—**John R. Opel,** *President and Chief Executive Officer, IBM*

"There is no question that your campaign will have substantial impact in the near and long- term futures . . "
—**Olof D. Lindstedt,** *Vice President, Chemical Bank*

"Our continued success depends heavily on the full and effective utilization of our people resources. We accept the responsibility which business and industry have to hire and develop disabled persons."
—**David Fyhrie,** *Personnel Administrator, Interstate United Corporation*

"It has been a pleasure working with the U.S. Council on the 1981 initiative, and we feel sure that our programming and public service effort directed to the theme of partnership and opportunity for disabled persons has increased public understanding of the problems and the special potential of our disabled citizens."
—**Grant Tinker,** *Chairman of the Board and Chief Executive Officer, National Broadcasting Company*

"It has been our pleasure to participate as a Corporate Partner during the International Year of Disabled Persons. Through your good newsletter we have followed the success of the program and the positive response of other companies nationwide."
—**John P. Halan,** *Vice President, Employee Relations, Union Pacific Corporation*

"As the International Year draws to a close, you can well be proud of a job well done."
—**Carmella V. Piacentini,** *Contributions Advisory Committee, Olin Corporation*

"Be assured that we will continue to attempt to increase the understanding of the potential of disabled persons through our programming."
—**Leonard H. Goldenson,** *Chairman of the Board, American Broadcasting Company, Inc.*

"Providing jobs for disabled persons makes sense because it's good for them, good for business and good for the economy of this country. Unfilled jobs cost American business billions of dollars a year in lost orders, reduced productivity and lowered profits. Industry must respond quickly and vigorously to the idea of

hiring talented individuals who have highly developed skills but who are, incidentally, disabled. In so doing, we can help them become financially self-sufficient and help ourselves at the same time. As their lives improve, all of us stand to benefit. I think we will see more of their potential as a viable labor force. Disability is creating a significant drain on our economy — through lost salaries and wages, higher health care costs, and outlays for health and income maintenance programs. We in business have a responsibility to try to stop that drain by putting qualified disabled people to work."

—**David T. Kearns,** *President, Xerox Corporation and Chairman, U.S. Council for IYDP.*

Participation of the Religious Community

The U.S. Council's 330 National Partner Organizations included 28 church-related groups. Representing all faiths, these organizations utilized the IYDP observance to strengthen religious programs for disabled persons throughout the country. In the words of Reverend Harold Wilke, board member of the U.S. Council for IYDP, "The disabled do God's work in many ways. Including them more completely in the life of the congregation benefits both the disabled and all members of the church."

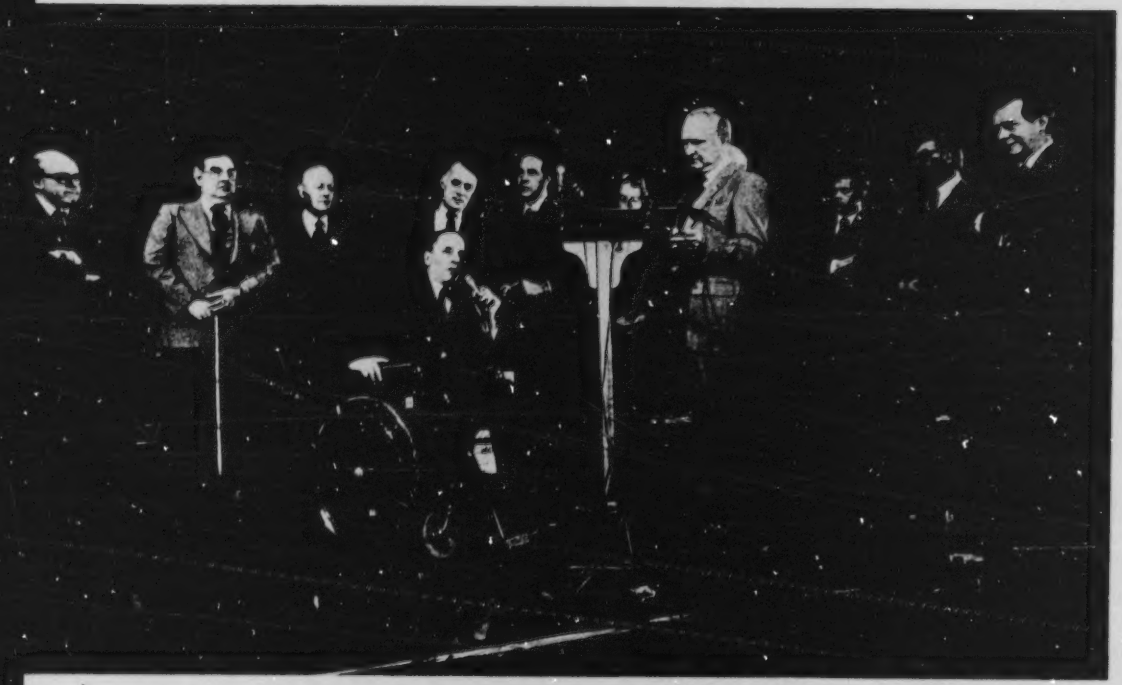
The IYDP stimulated church organizations and local congregations throughout the land. Throughout the country, churches were made more accessible so that the disabled could worship and participate in church activities. Many churches formed discussion groups on how they could integrate disabled persons more fully into the congregation and extend the church outreach to disabled people physically unable to come to the church itself. In churches, synagogues and temples, special observances were held to expose all congregation members to the opportunities and the problems. In Kent County, Michigan, for example, the IYDP Committee's Task Force on Religion and Disability led an ecumenical day observance in the county's 600 churches.

Thanks to major efforts of the national religious organizations, the spiritual life of many disabled persons was enhanced. Special resolutions, publications, television and radio programming, conferences, ecumenical days, "access Sundays," and church activities marked the year. The Lutheran Church, for example, reported that the 6,000 Lutheran churches, by the end of 1981, had carried out special IYDP programs ranging from removal of physical barriers to conducting special services for and by disabled people. The National Council of Churches of Christ printed and widely distributed a pamphlet entitled "Toward Full Participation of all Disabled Persons in Church & Society" providing action guidelines for local congregations to use during 1981.

GEORGE MURRAY (left) and PHIL CARPENTER (right), both paraplegics, made national headlines during IYDP with their "Continentai Quest." The Florida natives pushed their wheelchairs from Los Angeles to New York, covering 3400 miles in 21 weeks.

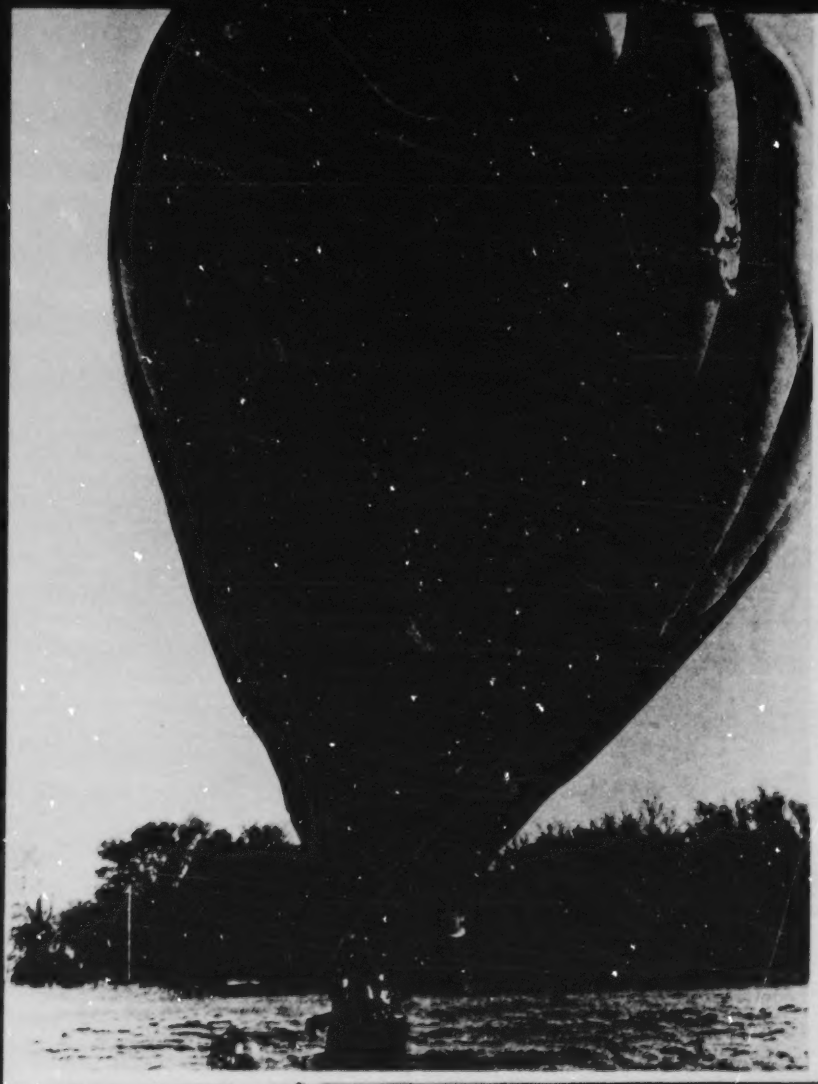
PRESIDENT RONALD REAGAN expressed his support for the IYDP to Alan Reich in a meeting at the Oval Office on February 6, 1981. The President called on the nation to "expand the opportunities for disabled Americans to make a fuller contribution to our national life." In the background (left to right) are Richard Schweiker, Secretary of Health and Human Services; Michael Hartman, Interpreter; Al Biscoe, Smithsonian Institution; and Mrs. Winthrop Gardiner, a member of the U.S. Council Board of Directors.

A COMMEMORATIVE STAMP, designed by Martha Perske of Darien, Connecticut, called attention to the IYDP. It was released on June 29, 1982 in Milford, Michigan.



A PRESS CONFERENCE was called to announce the introduction in Congress of a concurrent resolution in support of IYDP. Left to right are Jules Sugarman, Executive Vice President of the U.S. Council; Harold O'Flaherty, Executive Director of the Federal Interagency Committee for IYDP; Ambassador John McDonald of the Department of State; U.S. Council President Alan Reich; Senator David Durenberger (Minn.); Senator Robert Dole (Kansas); Senator Jennings Randolph (W. Va.); and Rep. Larry Winn (Kansas).

PRESIDENT JIMMY CARTER met with David T. Kearns and Alan Reich to discuss the program for the 1981 observance of the IYDP. The meeting took place at the White House on September 13, 1979.



A BALLOON, from Oklahoma City, Oklahoma, shows one of the many innovative ways IYDP Community Partnership Committees focused attention on the Year.

REHABILITATION PROGRAMS were one of the goals of the IYDP. Many of this nation's 35 million disabled persons have learned to cope successfully with their handicap because of these programs.

SPECIAL OLYMPICS competitions, held annually in communities around the country for this nation's youth, were encouraged by IYDP.

COMMUNITY LIAISON PARTNER Stephen P. Orders, of Washington County, Ohio, was honored as the National Outstanding Disabled Veteran of the Year of 1982. Orders, disabled in Vietnam, is active in family, business and social actitivies.

"PROJECT INTERDEPENDENCE," established during the IYDP in California, continues to flourish. This innovative, statewide effort promotes full integration of students with disabilities into educational and community life and helps eliminate disability stereotypes.

WORLDWIDE PRESS COVERAGE was given to the International Year by the United States, more than 1,500 news stories reached the nation's press and magazines, and on radio and television

BEST COPY AVAILABLE

...SSION
No. 145

...do for the disabled

...ublic transportation ... has organized a ... In Louisville, Ky., the IYDP committee assists local restaurants in providing Braille menus for the blind. The public works department in ... constructing curb cuts and concrete ramps

U.S. communities observing year of disabled persons

... "In every case, the aim of the com... 50 million Americans are directly affected by disability.

International Year of Disabled Persons (IYDP)

... issued Executive Order ... 10-80, establishing the ... Commission, its primary responsibilities, and the guidelines governing its operations. R. Larry Beckett, Director ... Governor's ... indians
--Greater opportunity for employment
--Expanded and strengthened rehabilitation programs and facilities
--Purposeful application of ... abroad

Wheelchair Wash

... walkers and three cars ... and polish the equipment.
Cleaned and checked were chairs from St. Augustine ... Hospital, the Council on Aging and those

Chicago Tribune
Wednesday, July 29, 1981

THE DAILY PEOPLE
NEW ORLEANS, LA
BOX 6000 70006

METROPOLITAN
Press Clipping Bureau of La.

12 31

Year Of Disabled Persons Designated In N.O.

Mayor Ernest N. Morial has officially designated 1981 as the International Year of the Disabled Persons in New Orleans.

Sponsored by the United Nations, the International Year of Disabled Persons (IYDP) has as its objectives to increase public recognition of what remains to be done before handicapped persons are permitted full participation in the life of their communities, and the elimination of prejudice, discriminatory actions and the remaining barriers that still block their paths.

"More than 35 million Americans have some kind of physical or mental ... ability," said Mayor Morial. "In New Orleans alone, there are more than 60,000 disabled residents. They are faced with special challenges each day as they seek to ... churches containing easy-to-read information on the rights of disabled persons under federal and Louisiana state law.

The U.S. Council (of which New Orleans is a part) formed as an independent, non-profit organization to promote the UN observance has as its long-term national goals of and for our citizens with disabilities:

-- expanded educational opportunities;
-- improved access to housing, buildings and transportation;
-- greater participation in recreational, social and cultural activities;
-- expanded and strengthened rehabilitation programs and facilities;
-- purposeful application ... biomedical research ... at conquering major ... ing conditions;

A nation rolls by beneath their wheels

SOME SIGHTS are instantly inspiring, clutching the heart, forcing a cry or a gesture.

Phil Carpenter and George Murray know about that kind of response. As they cross the United States on their wheelchairs, they've seen it.

"One of the reactions I really enjoyed was seeing some big guy going to work just shake his fist out the window and just yell, 'Go for it,' as hard as he can," says Carpenter.

"A lot of people go through life feeling a little touch of resentment," says Murray. "Most people feel, 'People have been telling me that this can't be done and that can't be done.' When they see us going across country in our wheelchairs, it's like that guy shaking his fist out the window. Some people are tired of having other people telling them what they can or can't do."

NOBODY'S TOLD Carpenter or Murray what they can't do lately.

Three years ago, when they started planning for the 3,000-mile Continental Quest Trip from Los Angeles to New York, many wondered if they could make it.

"The most universal comment was, 'You're crazy,'" says Murray.

... run was "a pearl in the wheelchair community," says Fred McBee, who travels behind the athletes in a van. "We wanted to be the first."

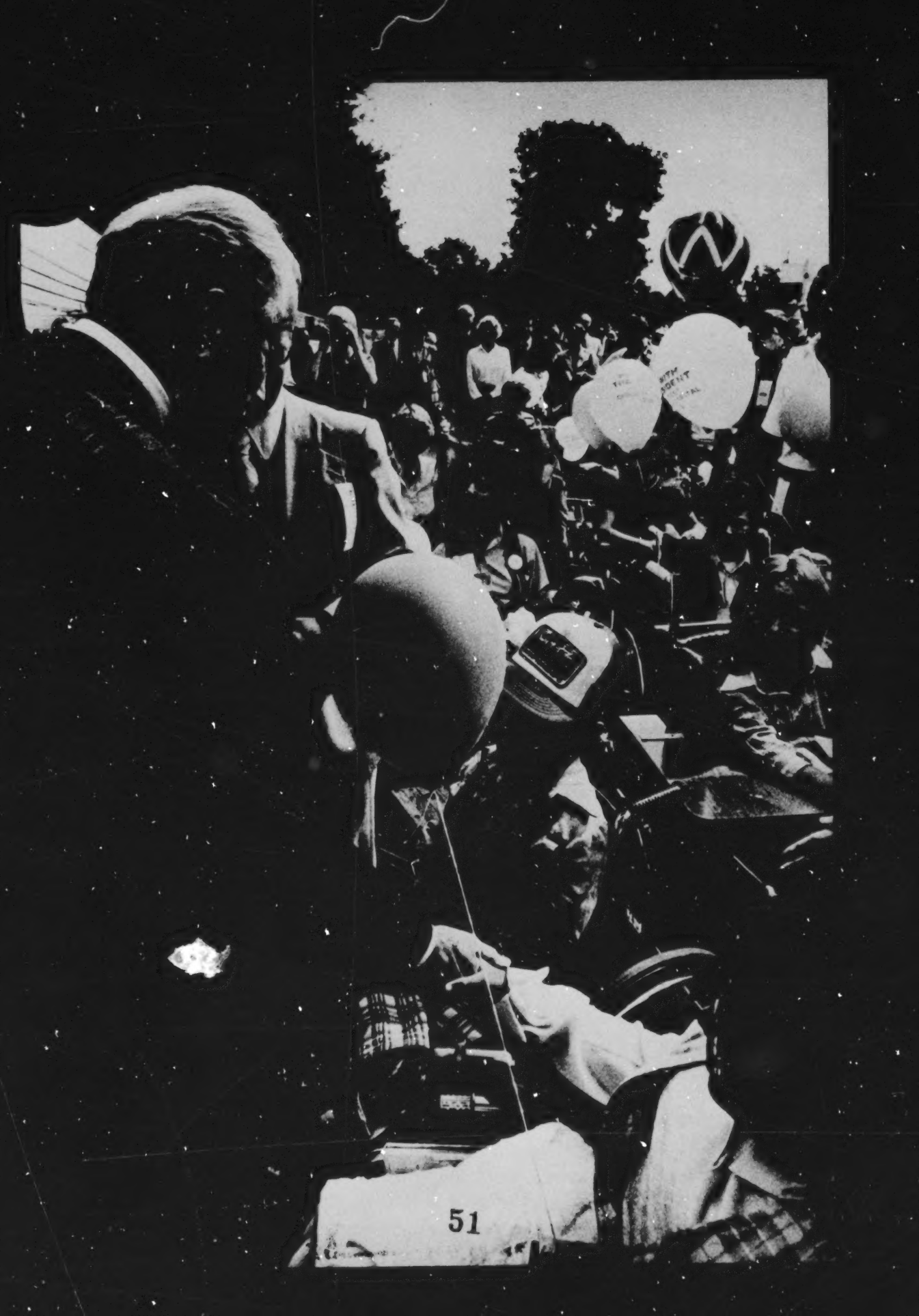
And even when they started out April 10, they had some doubts about their own abilities. But when they reached the 1,000-mile mark in New Mexico in late May, after crossing mountain and desert without physically breaking down, they knew they could do it.

The men have been averaging about 35 miles a day, but some days they must be prepared to do up to 50 to make up for rough terrain and adverse weather.

THEY USE specially built, low-slung racing chairs weighing about 22 pounds—half the weight of their "everyday" chairs.

Murray, whose father was a paraplegic after an auto accident, sees their trip—they are special ambassadors for the U.S. Council for the International Year of the Disabled Person—as a blow struck against attitudes about the handicapped, attitudes which he says made life difficult for his father.

One such attitude—an offensive, misplaced pity—Murray illustrates with a story about a man he encoun-



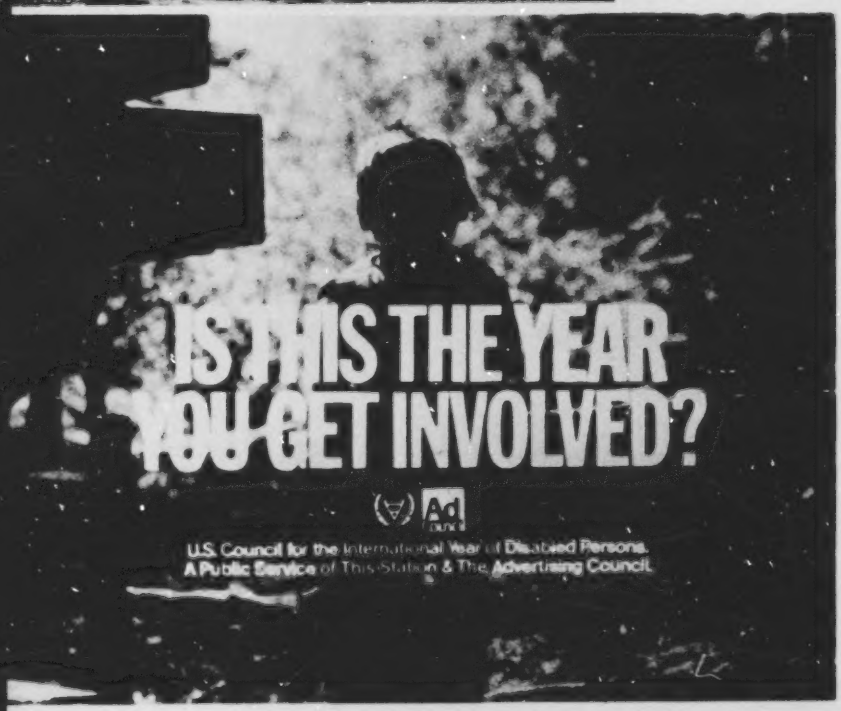
FORMER PRESIDENT GERALD FORD and more than 1300 people gathered at Pine Rest Christian Hospital in Grand Rapids, Michigan on September 15, 1981 to enjoy a "Picnic with the President," in honor of IYDP.

CLORIS LEACHMAN, star of "The Acorn People," a TV-movie about a camp for disabled children, signs autographs during the IYDP at the film's showing at the San Francisco Recreation Center for the Handicapped.

THE UNITED NATIONS GENERAL ASSEMBLY heard Alan Reich on December 7, 1981, speak about the accomplishments of the IYDP and the future of the NYDP. He is believed to be the first person in a wheelchair to speak before the General Assembly.

INCREASED APPLICATION OF TECHNOLOGY to ameliorate the effects of disability was one of the goals of the IYDP. Complete independence is something every handicapped person strives for.

TV AND PUBLIC SERVICE ANNOUNCEMENTS, as well as newspaper and magazine ads, enabled the U.S. Council to take the IYDP message to millions of Americans. The campaign was developed by the Advertising Council and the Needham, Harper and Steers advertising agency.


IS THIS THE YEAR
YOU GET INVOLVED?
Ad Council
U.S. Council for the International Year of Disabled Persons.
A Public Service of This Station & The Advertising Council.

RECREATIONAL SOCIAL AND CULTURAL ACTIVIES, (opposite page and left), were expanded for the disabled during IYDP.

"KIDS ON THE BLOCK," child-sized handicapped and non-handicapped puppets traveled all over the world during IYDP to show children what it is like to be disabled and how handicapped and non-handicapped children can be friends.

TENNESSEE GOVERNOR LAMAR ALEXANDER, right, receives the IYDP Certificate of Participation from Tennessee State Liaison Dale Wiley, left, in early 1981.

The Education Community and IYDP

In the United States, the vast public and private educational systems, ranging from pre-school through post graduate and adult programs, responded in various ways to the IYDP challenge. Many cooperated with local Commuity Partnership Committees and national organizations.

Special youth awareness programs were conducted in the schools of numerous communities, as described earlier. Recognizing that disabled youth face special attitudinal barriers, parents, school administrators and teachers conducted activities to remove these psychological obstacles.

Disabled individuals in communities met with children in assemblies or in classroom settings to explain disabilities and answer questions about wheelchairs, blindness, cerebral palsy and other disabling conditions. In many communities which carried out such programs, disabled and non-disabled people alike utilized the IYDP opportunity to open the door to discussion of the special problems of the disabled. Many schools also were made more accessible during the IYDP. Classrooms and playgrounds were modified. New outreach programs were initiated.

At the university and college levels, faculty and trustee committees were established to ensure long-term commitment to identifying and resolving problems of disability on campus. Access and awareness were the dominant programs at institutions. A leading example of the IYDP commitment in the higher education community was Augsburg College in Minnesota which built a privately-funded, $400,000 skyway to ensure accessibility of disabled students.

Involvement of the U.S. Congress

The United States resolution declaring 1981 the International Year of Disabled Persons was passed unanimously in both houses of Congress. It was introduced by Senator Robert Dole of Kansas and Congressman Larry Winn, Jr., of Kansas, both disabled themselves, on February 6, 1981.

As mentioned earlier, congressional leaders served as U.S. Council honorary sponsors, thus providing special support and concern. Longtime champion of disabled persons in America, Senator Jennings Randolph of West Virginia urged U.S. Council leaders in 1979 to "not ask too little of your fellow citizens." Congressman Bill Frenzel of Minnesota, in a statement published in the Congressional Record. in 1981, pointed out that, "Public attitudes are crucial to the progress of disabled citizens. The IYDP committees have developed outstanding community awareness designed to strengthen public attitudes about the role and potential contribution of disabled persons in our society." He urged that his colleagues in both houses provide leadership in their districts and in Congress to ensure that the work begun in the IYDP continue so that America would remain a world leader in opening and maintaining opportunities for disabled persons. (See Exhibit J - IYDP statement of Congressman Bill Frenzel.)

Senators and members of the House of Representatives met with their local Community Partnership Committees and participated with them in local events. At a time when the administration in Washington was contemplating cutbacks in services to the handicapped, the IYDP participation by congressional members in local programming took on added importance.

Special IYDP Events and Activities

As stated earlier, no report could do justice to the voluntary response to the IYDP challenge in the United States. The U.S. Council's programs, described in some detail in this report, are only part of the story, as are the activities set forth in the three other publications referred to above.

Among the many national IYDP events which took place was the climbing of Mount Rainier by a group of nine disabled mountain climbers. This event received the most publicity and attention of any single IYDP activity in the United States. The U.S. Council's special ambassadors George Murray and Phil Carpenter, both champion paraplegic, wheelchair marathoners, travelled across the United States in their wheelchairs to dramatize what disabled people can accomplish. A sample calendar of activities of the U.S. Council Newsletter conveys a sense of the variety and scope of the many conferences, workshops, seminars, and other events throughout the United States during the IYDP. (See Exhibit K - Sample U.S. Council Newsletter Calendar of Events.)

The Media and IYDP

The role of the communications media, of course, was paramount in reaching group leaders and opinion molders, as well as citizens. Thanks to the commitment and cooperation of the broadcast and print media, the IYDP message was received.

In the major and smaller media throughout the United States, the IYDP observance was developed to its fullest. The leading nationwide networks carried numerous special television and radio programs on the subject of disability. IYDP films were made and shown nationally. Daily and weekly newspapers throughout the United States, as well as magazines, gave the observance wide coverage. They focused both on the Year and on the underlying problems of disability.

The U.S. Council's Advertising Council campaign, which cost the U.S. Council $106,000, generated over $18,000,000 worth of donated television, radio, newspaper, and magazine public service advertising. This campaign was created by the firm of Needham, Harper and Steers in New York and filmed in communities throughout the country. It urged people to contact their mayor or chief elected local official and to participate in the Community Partnership Program. This advertising, featuring self-reliance and self-help as practiced by individuals with disabilities, created a greater appreciation by the general public of the capabilities of disabled persons. It also helped stimulate widespread participation. This involvement in turn led to increased acceptance of disabled persons by their non-disabled counterparts. (See Exhibit L - Photo Sheet on U.S. Council Advertising Campaign.)

VI.
Summary of the U.S. Council for IYDP Activity

The U.S. Council's program penetrated every corner of the U.S.A. To accomplish its work, the U.S. Council over its two-year and four month life, performed many functions. It carried out numerous projects and communications activities to encourage nationwide participation in the observance.

U.S. Council Projects

The following summary enumerates many of the projects carried out. The Council:

1. Enlisted 1,850 communities, 330 national organizations, all state governors, and 270 corporations as "partners." This network called for an active program of record-keeping and communication with over 2,000 liaisons.

2. Established a special network of 50 flagship communities (one in each state) and seven flagship states for development and promotion of model programs.

3. Conducted an IYDP inaugural "kick-off" reception on February 6, 1981, at the Smithsonian Institution. This reception was attended by more than 1,000 persons, many of them disabled, from throughout the country.

4. Sponsored a premier showing of "Skyward," a movie on disability, starring actress Bette Davis, at the Kennedy Center in Washington, D.C.

5. Conducted national conferences, including a workshop in November 1980 to stimulate and develop guidance for community programs, and a conference in October 1981 (described below), at which two participants from each state made plans for the future. (Travel funding was provided by the U.S. Council.)

6. Conducted ten seminars for National Partner organization liaisons on IYDP involvement.

7. Actively coordinated programming with U.S. government agencies and with the government's Federal Interagency Committee for IYDP in regular meetings over a two year period.

8. Provided a national information clearinghouse on IYDP activities in the United States for communities and organizations.

9. Carried out a "special ambassadors" program which included providing media and logistical support for U.S Council special ambassadors, George Murray

and Phil Carpenter, who crossed the United States by wheelchair, and for The Beach Boys rock group which supported the Council activity nationwide through its concerts.

10. Conducted staff visits to 40 states to meet with state and community groups, governors, and organization representatives.

11. Coordinated IYDP proclamation signing by President Reagan, and by governors and mayors throughout the country.

12. Actively promoted the adoption of the IYDP Mission Statement and its long-term goals by states, organizations, and communities nationwide.

Communications Program of the U.S. Council

The U.S. Council's communications program addressed group leaders and opinion molders who could help further the long-term goals of the IYDP. The U.S. Council:

1. Prepared and distributed bimonthly newsletters (The IYDP REPORT) - circulation 10,000.

2. Prepared and distributed six brochures on disability subjects.

3. Prepared and distributed bimonthly Community Partnership Program "Updates" and Corporate Partnership Program "Updates," at no cost to community and corporate partners, as an information exchange service.

4. Prepared and distributed program guidance bulletins and manuals on organizing community programs.

5. Prepared and distributed workshop reports on Community Partnership programming.

6. Prepared and distributed monthly fact sheets on the status of the IYDP program of the U.S. Council. (See Exhibit M - Sample U.S. Council for IYDP Fact Sheet.)

7. Prepared and distributed IYDP Public Service Announcements, features and information kits to newspapers, radio and TV stations, syndicated columnists, and organizations.

8. Distributed press releases to organizations, communities, corporations and others for their use in furthering their own IYDP programs and objectives.

9. Prepared and published two major reports, distributed widely, setting forth case examples — "The Challenge of Disability: America's Communities Respond" and "The Challenge of Disability: Ten Corporate Responses."

10. Prepared and distributed Fact Sheets on the long-term goals contained in the IYDP Mission Statement.

11. Carried out a program of regular mass mailings, including dozens of personalized letter mailings, to selected group leaders and opinion molders influential in the attainment of IYDP goals.

12. Presented over 2,000 certificates of recognition to corporations, organizations, and communities and to all governors for their presentation in turn to communities in their states.

13. Prepared and published a regular calendar of events listing nationally-scheduled IYDP conferences and events of the U.S. Council and other organizations.

14. Participated in numerous television, radio and newspaper interviews.

15. Developed, in cooperation with the Advertising Council and the firm of Needham, Harper and Steers, a national advertising campaign for use by all media. Distributed TV spots to 480 major television stations, print ads to 3,000 newspapers, and tapes to 1,500 radio stations.

16. Generated thousands of newspaper and magazine articles. Over 200 clippings were received by the U.S. Council per day during the height of the IYDP. (See Exhibit N - Journal of Rehabilitation article on IYDP.)

17. Gave over 100 speeches to community, national and other groups.

The Institute for New Challenges

Because the IYDP provided a unique opportunity to develop new programs and gain new commitment, the U.S. Council formed the Institute for New Challenges to focus on those long-term goals not addressed directly through the Partnership Programs. Bertram S. Brown, M.D., former director of the National Institute of Mental Health and former Assistant Surgeon General of the United States, served as chairman. Its executive vice president was Jules Sugarman, former deputy director of the Office of Personnel Management. As an integral part of the U.S. Council staff, the Institute carried out a number of major projects:

1. ATTITUDES AND DISABILITY. Increasingly in recent years, social scientists have addressed the need to understand public attitudes toward people with disabilities as a basis for achieving greater public acceptance. Their studies indicate that increased person-to-person interactions and participation in community life by people with disabilities are, in themselves, conducive to public acceptance and, in turn, help generate still greater participation and progress. To further the process of understanding stereotypes, reinforcing positive attitudes, and overcoming negative ones, the Institute convened in Santa Monica, California, at the Rand Corporation, a conference of experts on attitudes toward disabled persons.

2. CONQUERING MAJOR DISABLING CONDITIONS THROUGH BIOMEDICAL RESEARCH. Thanks to many dedicated professionals, the 35 million Americans with disabilities enjoy a greater degree of independence and accommodation to their disabilities than their counterparts in other countries. This very success of rehabilitation argues for further progress — broader application to more people, better assistive devices, and better techniques for living with disabilities. At the same time, biomedical science has opened previously undreamed of possibilities. In 1976, the President's Biomedical Research Panel concluded: "There do not appear to be any impenetrable, incomprehensible diseases. This . . . represents the major advance for biomedical science, and it is a change which has occurred only within the past 25 years. Earlier in this century, most forms of illness were beyond any sort of explanation in scientific terms, and there were no discernible points of entry for research into the majority. Now, although there are innumerable

questions to be answered concerning the underlying mechanisms, the questions are at last here, and explorations in search of the answers are underway . . ."

It is now possible to begin thinking about purposeful application of biomedical research to conquer certain disabling conditions. For example, regeneration in the central nervous system could ultimately free paraplegics from their wheelchairs. The genetic revolution has opened up new possibilities in the area of organ transplants. New approaches for amplifying residual sight and hearing are emerging. It also appears likely that many developmental disabilities can be prevented.

In October 1979, the U.S. Council for the International Year of Disabled Persons sponsored a one-day conference of leading scientists entitled, "Disease Strategies for the 1980's" at the Woodrow Wilson International Center for Scholars in the Smithsonian Institution. The conference emphasized that the decade ahead promises a virtual explosion of discoveries for preventing and for finding cures for a variety of disabling conditions.

3. GREATER APPLICATION OF TECHNOLOGY TO DISABILITY. Much remains to be done to utilize technology more fully for the benefit of disabled persons. Communications systems, new materials, and micro-electronics are among the fields that suggest great opportunities for facilitating a more normal existence for people with physical disabilities. The Institute for New Challenges, in cooperation with the Office of Science and Technology of the U.S. Congress, convened a special conference on technology and disability.

4. VOLUNTEERS FOR THE DISABLED. Many individuals with disabilities could become more independent and productive with minimal assistance. Although some national organizations working for citizens with disabilities have mobilized volunteers, the potential has never been realized sufficiently in support of disabled persons, particularly their search for more independent lives. As an outgrowth of a planning conference, sponsored by the ACTION Agency on this subject in Austin, Texas, in February 1980, a major report was prepared by the Institute.

5. In a cooperative program of the U.S. Council and the Smithsonian Institution, two scholars, Dr. Claus Bahnson and Dr. Hugh Gallagher, attended the Woodrow Wilson International Center for Scholars for six months. Their research projects and resulting publications were concerned, respectively, with the history of disability and with the perceptions of Franklin D. Roosevelt of his disability.

6. The Institute prepared a special report on the mental problems associated with physical disability.

7. The Institute carried out a study on U.S. involvement in international disability exchange programs.

8. The Institute for New Challenges carried out a major study and conducted a special two-day conference in Washington, focusing on the implications of President Reagan's economic program for human service delivery. The resulting report, focusing on "categorical" versus "block" grants as part of the "New Federalism," was distributed widely in late 1981.

Final IYDP Conference — Look to the Future

One of the most important events of the IYDP was the final conference of the U.S. Council, held in Washington on October 4-5, 1981. With travel funded by the Council, two representatives of each state convened to share experiences and make recommendations for the future. The participants took two major actions. First, they passed and sent to President Reagan a resolution urging cessation of the dismantling of regulations affecting disabled persons. Second, the participants voted to continue the momentum of the IYDP and urged that the U.S. Council organization continue, in some form, as a national presence to support the ongoing action at the local level. This resolution follows:

Community Partnership Program Workshop Resolution

Much progress has been made during 1981, the International Year of Disabled Persons. For the first time there is a national network dedicated solely to the disabled. The slogan for IYDP "full participation in the life of the community" summarizes all the complexities of the Disabled Rights Movement.

The U.S. Council for IYDP has brought together advocacy groups from every type of disability, representatives from every state in the union, corporate partners from all over the country, and community groups from towns and cities of every size - all working toward one common goal - full participation.

The sad part is that this most effective network is scheduled to be dismantled on December 31st just because the "IYDP" is over. Let there be no mistake; there are many different elements to the "IYDP Network." However, the U.S. Council for IYDP is the key one. To close the Council offices and dismantle what has become a tremendously effective and knowledgeable staff would be a crime. These people (the staff) have taken their talents, their experiences, and their energies and molded them into a belief - the partnership program! This belief, partnership towards full participation, can be the cornerstone of the disability movement during these trying times of budget cuts, deregulation and apathy.

In one short year, the U.S. Council for IYDP has made a difference - a positive difference that is felt and appreciated by disabled America.

Sharing in the firm conviction that the work of the U.S. Council for IYDP must be allowed to continue indefinitely, more than 100 State and Community Liaisons voted unanimously on October 4th to request the U.S. Council President to obtain from the Board of Trustees of the U.S. Council for IYDP whatever authorization and reorganization powers necessary to continue operation of the Council office indefinitely.

Copies of this request are to be forwarded to all board members, the President of the United States, and appropriate state and federal officials.

October 4, 1981

Attendees at Community Partnership Program Workshop—Washington, D.C.

VII.
The Reagan Administration and the IYDP

In November 1980, shortly after President Ronald Reagan was elected president, the U.S. Council held its second Gallaudet College conference. This Community Partnership workshop brought together community and state liaisons and representatives from throughout the United States, to exchange and develop community action ideas. The President-elect pledged his cooperation and support for the U.S. Council and the IYDP in a special message. He noted the importance of the private sector in developing the IYDP program soon to begin.

On January 20, 1981, the new president took office and on February 5 he presented to a joint session of Congress his economic message calling for "belt-tightening" by all Americans. His themes were reduction in government spending and greater private sector initiative.

For the U.S. Council for IYDP, on the one hand, the new President's message was supportive because it urged the continuation and strengthening of the Community Partnership activity already underway. On the other hand, disabled Americans saw in the President's program, threatened reductions in services and opportunities so important to full participation by the disabled in national and community life. While the U.S. Council's partnership program was in place, from the standpoint of many disabled persons the national climate was far from conducive to a successful IYDP observance.

The day after his joint message to the Congress, on February 6, 1981, President Reagan met with U.S. Council leaders and members of the Federal Interagency Committee for IYDP in the Oval Office at the White House and issued the IYDP proclamation for the United States. President Reagan called upon all Americans to participate in the partnership activities which were at this point well underway.

The U.S. Council program, of course, went forward, emphasizing that private sector grass roots, partnership initiatives were now more important than ever. While they could not be expected to replace government services to the disabled, the U.S. Council's programs could aid in the process of finding alternatives at the local level. The survey, study and two-day conference (described earlier) in Washington, D.C., in September 1981, sponsored by the U.S. Council's Institute for New Challenges, addressed this realignment in federal human services as a means of alerting people in the communities throughout the country to the implications of the Reagan program.

VIII.
Report to the United Nations

Each nation of the world was invited by the United Nations Secretary General to present a statement on its IYDP activity before the General Assembly on December 7 and 8, 1981. At the request of the U.S. represenative to the UN, Ambassador Jeane Kirkpatrick, the president of the U.S. Council for IYDP, Alan Reich, made the U.S. statement. (See Exhibit O - United States IYDP statement to the UN General Assembly.)

IX.
Worldwide IYDP Activity

The 1981 International Year of Disabled Persons, as urged by the General Assembly in its 1976 resolution proclaiming the Year, was observed differently in every nation. One hundred and thirty countries took an active part. They formed national commissions and carried out national programs, many of them focusing on the problem of disability for the first time.

Perhaps the greatest contribution of the IYDP at the world level was the development by the United Nations of a World Program of Action. A 23-nation member advisory committee, including a United States representative, met several times to prepare and review the World Program, to be adopted by the UN General Assembly in late 1982.

This program sets forth on a global scale what nations, organizations, the United Nations, and individuals must do to continue the commitment of the IYDP. Already reviewed, as of the time of this report, by various governments and organizations around the world, this program calls for accelerating future worldwide efforts in the areas of full participation, prevention, and research on behalf of the world's half billion disabled persons. The program also calls for designating the period 1983 - 1992 as "The Decade of Disabled Persons" to further the worldwide progress and momentum of the IYDP.

For the first time, the world community became acutely aware of the tremendous economic burden of disability. Commitments were made to conquer disability where possible. The World Health Organization, for example, within its program of "Health for all by the Year 2000," set forth long-term initiatives which, through immunization programs, could prevent some 5,000,000 children from becoming disabled annually. The United Nations' own program for IYDP will continue as a modest effort under the direction of the UN Center for Social Development and Humanitarian Affairs located in Vienna.

Among the many institutional arrangements which came out of the IYDP was the establishment of the UN Trust Fund on Disability. It will be utilized to assist national efforts, primarily in the developing countries, and to further implementation of the World Program of Action and the UN Decade of Disabled Persons.

Of international significance in the IYDP was the formation of a new non-government organization made up entirely of disabled persons from throughout the world. This group, Disabled Persons International (DPI), held its first meeting in Singapore in December, 1981. The U.S. representative to this founding conference was Miss Eunice Fiorito, an official of the U.S. Department of Education's Rehabilitation Services Administration. Miss Fiorito's participation in this Singapore Conference was made possible by a grant from the U.S. Council for IYDP. DPI established a regional organization which will monitor and promote progress in achieving the goals of the IYDP. It will give special attention to the follow through on the World Program of Action.

HONORARY CHAIRMAN RICH DEVOS makes a point during a news conference which kicked off the Kent County, Michigan IYDP efforts, with the committee's Honorary Co-Chairs. From left to right are Bob Muller, Steelcase marketing administrator, born with cerebral palsy; Judi Kamps, national consumer advocate for Easter Seals who has multiple sclerosis; and Kent Collins, a local Ceta program administrator who contracted polio at the age of four. At far right, interpreter Ruth Baar signs for the hearing-impaired.

X.
Conclusion

As set forth in the U.S. Council's Mission Statement, the purpose of the IYDP in the United States was to increase understanding of the unmet needs and potential contribution of 35,000,000 disabled Americans and to further progress toward specific long-term goals. The great amount of publicity focusing on the capabilities of disabled persons contributed to the awareness and acceptance of disabled persons by the American public.

The nationwide IYDP partnership programs caused disabled and non-disabled persons to come together and understand one another, often for the first time. The IYDP provided the opportunity and the occasion for these mutual efforts in the community interest. This too was an enormous contribution of the IYDP. The establishment of a nationwide network, described in this report, as a foundation for future action, was a major accomplishment of the IYDP observance. It makes possible ongoing cooperation and action by thousands of organized groups.

This was the first time an International Year observance in the United States had its focus at the local level, rather than at the national level. The big story of the Year was that there was no one big story — that there were, rather, thousands of little stories about people and their hopes, their problems and their accomplishments.

The central thrust of the observance was to identify goals and set in motion programs for the long term. It is these commitments and ongoing activities which will make a difference. Without the IYDP, these long-term commitments and programs never would have been undertaken. Hundreds of letters received by the U.S. Council for IYDP indicate that people everywhere felt they had made progress in this special year toward their own goals and objectives.

The very establishment of long-term goals by communities and organizations in itself is an important contribution of the International Year observance in the United States. These goals led to concerted action by all concerned. The problems of disablity certainly could not be solved during the one-year observance. However, progress toward these goals was made, as cited in this report, in communities, as well as in national organizations and corporations. There is commitment everywhere to continue to work toward the goals set in the IYDP.

At the same time, it is important to realize that for many the year 1981, as distinct from the IYDP observance, was regarded as a setback. The programs of the new administration called for reductions in services to disabled persons, and many

people felt threatened. For many, the contribution of IYDP was perhaps best realized through its prevention of greater reductions in public services to the handicapped and its intensification of efforts to develop alternatives.

Finally, the greatest testimony to the success of the IYDP was the call to continue the momentum at the local level and to strengthen the Community Partnership programs. The challenges addressed and identified in the IYDP go on and so does the commitment to meet them.

DANNY DEARDORFF, front right, nationally acclaimed entertainer, displays the Mayor's proclamation appointing him Tacoma, Washington's Special IYDP Ambassador. Cheryl Adams, front left, Takoma IYDP Community Chairperson, presents City Council with the IYDP slogan, "Nature Makes Differences. Society Makes Them Handicaps."

Epilogue

The U.S. Council for IYDP terminated its existence, as planned, on December 31, 1981. At its final Board of Directors meeting in Washington on October 22, 1981, the Council resolved that it would support the continuation of the IYDP momentum. It also endorsed the naming of 1982 as the National Year of Disabled Persons in the United States (NYDP).

The U.S. Congress resolved to continue the IYDP momentum. Thanks to Congressman Larry Winn, Jr., of Kansas and Senator William Armstrong of Colorado, SJ Resolution 134 designating the NYDP was passed unanimously in both houses. (See Exhibit P - Joint Congressional Resolution for National Year of Disabled Persons.) It set forth as long-term goals, those established in the IYDP, to continue what had been started. On April 26, 1982, President Reagan issued a proclamation for the NYDP.

The goals contained in the IYDP and NYDP Mission Statement were seen as long-range aims. The activity and commitment of people throughout America to change attitudes and make progress toward these long-term goals will continue to be the significant accomplishment of the IYDP. They also stand as testimony to the tremendous moral force of the United Nations as an agency for improving the human condition.

On January 1, 1982, the National Organization on Disability came into existence thanks to a generous contribution from Amway Corporation. The National Organization on Disability's purpose is to continue the IYDP momentum through private-sector initiative and stimulation of the Community Partnership activities begun during the IYDP.

The National Organization on Disability, recognizing the long-term nature and extent of the problems, has established itself as a permanent, private sector non-profit organization. It has had excellent nationwide support from the corporate and foundation communities during the first months of its existence. It will continue as a conscience for fulfillment of the promise of the IYDP, full participation of disabled persons in American life.

Exhibits

A.
United Nations General Assembly Resolution

THE GENERAL ASSEMBLY,

REAFFIRMING its deep-rooted faith in human rights and fundamental freedoms, the principles of peace, the dignity and worth of the human person and the promotion of social justice, as proclaimed by the Charter of the United Nations,

RECALLING its resolution 2856 (XXVI) of 20 December 1971 proclaiming the Declaration on the Rights of Mentally Retarded Persons,

RECALLING its resolution 3447 (XXX) of 9 December 1975 proclaiming the Declaration on the Rights of Disabled Persons,

RECALLING its resolution 31/82 of 13 December 1976 on the implementation of the Declaration on the Rights of Disabled Persons,

1. PROCLAIMS the year 1981 International Year of Disabled Persons, with the theme "full participation";

2. DECIDES to devote that year to the realization of a set of objectives, including:

(a) Helping disabled persons in their physical and psychological adjustment to society;

(b) Promoting all national and international efforts to provide disabled persons with proper assistance, training, care and guidance, to make available opportunities for suitable work and to ensure their full integration in society;

(c) Encouraging study and research projects designed to facilitate the practical participation of disabled persons in daily life, for example, by improving their access to public buildings and transportation systems;

(d) Educating and informing the public of the rights of disabled persons to participate in and contribute to various aspects of economic, social and political life;

(e) Promoting effective measures for the prevention of disability and for the rehabilitation of disabled persons;

3. INVITES all Member States and the organizations concerned to give their attention to the establishment of measures and programmes to implement the objectives of the International Year of Disabled Persons;

4. REQUESTS the Secretary-General to elaborate, in consultation with Member States, specialized agencies and the organizations concerned, and to submit to the General Assembly at its thirty-second session a draft programme for the International Year for Disabled Persons;

5. DECIDES to include in the provisional agenda of its thirty-second session an item entitled "International Year of Disab'ed Persons."

102nd plenarry meeting
16 December 1976

B.
United States' Mission for IYDP

The mission is to promote the full participation in the life of our society of America's citizens with physical or mental disabilities. Building on the progress of the past decade, we will work together with private and governmental organizations to strengthen public understanding of the still unmet needs and potential contribution of these 35 million people. We will foster the partnership of Americans from all walks of life in furthering the following long-term national goals of and for citizens with disabilities:

- Expanded Educational Opportunity
- Improved Access to Housing, Buildings and Transportation
- Greater Opportunity for Employment
- Greater Participation in Recreational, Social and Cultural Activities
- Expanded and Strengthened Rehabilitation Programs and Facilities
- Purposeful Application of Biomedical Research Aimed at Conquering Major Disabling Conditions
- Reduction in the Incidence of Disability through Accident and Disease Prevention
- Increased Application of Technology to Ameliorate the Effects of Disability
- Expanded International Exchange of Information and Experience to Benefit all Disabled Persons

Adopted by the U.S. Council for IYPD and the United States Government's Federal Interagency Committee for IYDP.

C.
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Goodwill Industries of America, Inc.
Greek Orthodox Archdiocese of North and South America
Guide Dog Foundation for the Blind, Inc.
Guiding Eyes for the Blind, Inc.
Handicapped Sportspersons Association
The Healing Community
Health Insurance Institute

Helen Keller International Incorporated
Helen Keller National Center for Deaf-Blind Youths and Adults
Howard University Center for Sickle Cell Disease
Human Resources Center
ICD Rehabilitation and Research Center
Indoor Sports Club, Inc.
Institute for Career and Leisure Development
Insurance Rehabilitation Study Group
International Association of Parents of the Deaf
International Chiropractors Association
International Commission for the Prevention of Alcoholism
International Committee Against Mental Illness
International Council on Social Welfare, U.S. Committee International Health Society, Inc.
International Rehabilitation Associates, Inc.
International Rehabilitation-Special Education Network
International Temperance Association
The Jewish Guild for the Blind
John Milton Society for the Blind
Joint Action in Community Service
The Joseph P. Kennedy, Jr., Foundation
Junior Achievement, Inc.
Junior National Association of the Deaf
Just One Break
Juvenile Diabetes Foundation
League of Women Voters of the U.S.
Leukemia Society of America
LIFT, Inc.
Lutheran Church in America
The Lutheran Church-Missouri Synod-Commission on Services to the Mentally Retarded
Lutheran Church Women
Lutheran Council in the U.S.A.
Mainstream, Inc.
March of Dimes Birth Defects Foundation
Motor Vehicle Manufacturers Association of the United States
Muscular Dystrophy Association
Myasthenia Gravis Foundation
National ALS Foundation, Inc.
National Accreditation Council
National Alliance for the Mentally Ill
National Alliance of Business
National Amputation Foundation
National Apostolate with Mentally Retarded Persons
National Assembly of National Voluntary Health and Social Welfare Organizations
National Association for Hearing and Speech Action
National Association for Music Therapy, Inc.
National Association for Protection and Advocacy Systems
National Association for Public Continuing and Adult Education
National Association for the Visually Handicapped
National Association of College and University Attorneys
National Association of Counties
National Association of Developmental Disabilities Councils
National Association of Disability Examiners
National Association of Orthopedic Nurses
National Association of Physical Therapists, Inc.
National Association of Private Residential Facilities for the Mentally Retarded
National Association of Rehabilitation Facilities
National Association of Social Workers
National Association of Sports for Cerebral Palsy
National Association of State Directors of Special Education
National Association of State Mental Health Program Directors
National Association of State Mental Retardation Program Directors, Inc.
National Association of Towns and Townships
National Association of the Deaf
National Association of the Physically Handicapped
National Benevolent Association
National Catholic Office for the Deaf
National Center for a Barrier Free Environment
National Center for Law and the Handicapped
The National Committee, Arts for the Handicapped
National Conference of State Legislatures

National Council for International Health
National Council of Catholic Women
National Council of Churches of Christ in the U.S.A.
National Council of Community Mental Health Centers, Inc.
National Council of Senior Citizens
National Council of Women of the U.S.
National Council on Alcoholism
National Council on Rehabilitation Education
National Down's Syndrome Society
National Easter Seal Society
National Education Association
National Exhibits by Blind Artists
National Extension Homemakers Council, Inc.
National Federation of Business and Professional Women's Clubs
National Fire Protection Association
National Foundation of Wheelchair Tennis
National 4-H Council
National Fraternal Society of the Deaf
National Governors' Association
The National Grange
National Handicapped Sports and Recreation Association
National Health Council, Inc.
National Hearing Association
National Hemophilia Foundation
National Huntington's Disease Association
National Industries for the Blind
National Industries for the Severely Handicapped
National Institute for Rehabilitation Engineering
National Jewish Welfare Board
National Ladies Auxiliary Jewish War Veterans of the U.S.A., Inc.
National League of Cities
National Male Nurse Association
National Mental Health Association
National Multiple Sclerosis Society
National Organization Advisory Council for Children
National Recreation and Park Association/ National Therapeutic Recreation Society
National Rehabilitation Association
National Rehabilitation Counseling Association
National Retinitis Pigmentosa Foundation
National Safety Council
National School Boards Association
National Society for Autistic Children
National Society to Prevent Blindness
National Spinal Cord Injury Foundation
The National Technical Institute for the Deaf
National Urban Fellows
National Urban League, Inc.
National Wheelchair Athletic Association
North American Jewish Students' Network
North American Riding for the Handicapped Association, Inc.
Organization of People Undaunted by Stroke
Paralysis Cure Research Foundation
Paralyzed Veterans of America
Parkinson's Disease Foundation, Inc.
Partners of the Americas
People 1st International, Inc.
People-to-People Committee for the Handicapped
Pilot Club International
Planned Parenthood Federation of America, Inc.
President's Committee on Employment of the Handicapped
Recording for the Blind, Inc.
Rehabilitation Engineering Society of North America
Rehabilitation International U.S.A.
Rehabilitation Institute of Chicago
St. Paul Technical Vocational Institute
Sertoma International
Seventh-day Adventists Community Services
Shhh-Self Help for Hard of Hearing People, Inc.
Sister Cities International
Sister Kenny Institute
Society for Public Health Education
Soroptimist International of the Americas, Inc.
Southeastern Methodist Agency for the Retarded, Inc.
Special Education Department - National Catholic Educational Association
Special Olympics, Inc.
Special Recreation, Inc.
Spina Bifida Association of America

State University of New York, Cortland
Telecommunications for the Deaf, Inc.
Telephone Pioneers of America
Tourette Syndrome Association, Inc.
U.S. Catholic Conference
U.S. Conference of Mayors
Union for Experimenting Colleges and Universities
United Cerebral Palsy Association, Inc.
United Cerebral Palsy Dental Guidance Council
United Church Board for Homeland Ministries
The United Methodist Church, Board of Global Ministries (Health and Welfare Division)
United Nations Association of the United States of America
United Parkinson Foundation
United States Association for Blind Athletes
University Center of International Rehabilitation, Michigan State University
Volunteer Services for the Blind
Volunteer: The National Center for Citizen Involvement
Western Illinois University
World Federation of Public Health Associates
World Rehabilitation Fund
Young Men's Christian Association
Young Women's Christian Associarion
Zonta International

H.
TEN POINT DISABILITY PROGRAM FOR CORPORATIONS

1. Develop a high-level IYDP management committee to recommend special initiatives for services, products, employment and community action.

2. Develop special career planning and hiring for disabled employees, taking their special needs into account.

3. Review the company's products and services to determine what additions or modifications might benefit disabled persons and the company itself.

4. Review accessibility of work areas for disabled persons.

5. Review opportunities for enhancing the productivity of disabled workers through special, innovative accommodations.

6. Sponsor and participate in community job training programs for disabled people, which will identify and help place qualified applicants in the local work force.

7. Sponsor local branch activities with the local chapters of disability-related organizations.

8. Sponsor award and recognition programs for disability organizations.

9. Feature disability success stories in company publications—newsletters, annual reports, etc., and sponsor commercials as public service advertising to further attitudinal understanding and specific goals as they relate to disabled persons.

10. Encourage management and employees through special incentive programs to become involved with disability organizations throughout the United States, including the U.S. Council's Community Partnership Committees.

I.
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Pierre, SD 57501
STATE LIAISON

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STATE LIAISON

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Woodrow Wilson Rehabilitation Services
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Secretary of Human Resources
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Governor's Planning Reform Project
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c/o Department of Health and Social Services
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STATE LIAISON

J.

IYDP Statement of Congressman Bill Frenzel

Congressional Record

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PROCEEDINGS AND DEBATES OF THE 97th CONGRESS, FIRST SESSION

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House of Representatives

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INTERNATIONAL YEAR OF DISABLED PERSONS

HON. BILL FRENZEL

OF MINNESOTA

IN THE HOUSE OF REPRESENTATIVES

Wednesday, October 14, 1981

● Mr. FRENZEL. Mr. Speaker, now that we are in the final quarter of the International Year of Disabled Persons (IYDP), I wish to invite attention to some of the exemplary IYDP programs aimed at improving the lives of disabled persons in my district. Speaking as an honorary sponsor of the U.S. Council for the International Year of Disabled Persons, I also wish to urge that all Americans continue in the spirit of IYDP to promote beyond 1981 the full participation of America's 35 million citizens with disabilities.

In the cities of Bloomington and Richfield, Minn., the grassroots programs of the U.S. Council for the International Year of Disabled Persons have taken hold. These communities have come together to form a committed group of disabled and nondisabled citizens to identify needs, set goals, and develop programs to meet their goals. The committee has worked with the Lutheran Church Missouri Synod to identify and remove architectural barriers in churches; the local chapter of the American Business Women's Association is including disabled women in its scholarship program; and a local child development association has formed a special IYDP curriculum which was implemented in ten preschool programs.

Public attitudes are crucial to the progress of disabled citizens. The IYDP committee has developed an outstanding community awareness program designed to strengthen public attitudes about the role and potential contribution of disabled persons in our society. The local Sun newspapers have done a series on disability, written by a local writers club. On cable television, the show "Of Special Interest" focuses monthly on disability issues. The 4-H Club and Campfire Girls are involved in the distribution of IYDP posters throughout the community. To tie all their efforts together, the committee publishes a monthly IYDP update to inform the entire community of activities and ways citizens may become involved.

This is a fine example of the International Year of Disabled Persons program in the United States. More than 1,850 communities, all 55 Governors of States and territories, 330 national organizations, and 270 corporations have joined with the U.S. Council for the International Year of Disabled Persons in carrying out programs in this special year. It is up to all of us, Mr. Speaker, to insure that the momentum begun in the IYDP continues. It is especially important, as we begin the process of reexamining how we use our Nation's resources, that we recognize and encourage those programs which are based on private sector initiative. The time is past when we can only look to our Federal Government to provide services. In these fiscally conservative times persons with disabilities are not passively accepting cutbacks; they are responding by developing programs which foster community self-help. These citizens are showing us a path for the future. These grassroots efforts, such as those in Bloomington and Richfield, are outstanding examples of what people can do for themselves and for each other.

The IYDP is now underway in 130 nations on behalf of the world's one-half billion persons with disabilities. The problems are staggering. But so are the opportunities. While the year will end officially at the end of December 1981, the IYDP still offers us all an opportunity to encourage and obtain commitment to the long-term goals of and for Americans with disabilities. Therefore, Mr. Speaker, I urge my colleagues and all Americans, disabled and nondisabled alike, including organization leaders, mayors, Governors, and all persons in a position to contribute, to join in committing ourselves to the long-term nine-point national program of and for persons with disabilities as adopted jointly by the U.S. Council for the International Year of Disabled Persons and the Federal Government's Interagency Committee for the IYDP. This nine-point program calls for:

Expanded educational opportunity.

Improved access to housing, buildings, and transportation.

Greater opportunity for employment.

Greater participation in recreational, social, and cultural activities.

Expanded and strengthened rehabilitation programs and facilities.

Purposeful application of biomedical research aimed at conquering major disabling conditions.

Reduction in the incidence of disability through accident and disease prevention.

Increased application of technology to ameliorate the effects of disability.

Expanded international exchange of information and experience to benefit all disabled persons.

I very much hope all our colleagues will provide leadership in their districts and in Congress to insure this work begun in the International Year of Disabled Persons continues, insuring that America remains a world leader in opening and maintaining opportunities for disabled persons.●

K.

Sample of U.S. Council Newsletter Calendar of Events

1981 CALENDAR

APRIL—JUNE

This is a Compilation of National Activities — Meetings, Conferences, Seminars, Workshops, Festivals and Sports Events Concerning Disability—Scheduled During the International Year Of Disabled Persons

DATE	ACTIVITY	LOCATION	INFORMATION
Mar. 29-Apr. 1	31st Annual Conference on the Aging	Nashville, TN	Nancy Peavy, NCOA, 1828 L Street, NW, Washington, DC 20036
Mar. 30-Apr. 3	Second National Workshop/Seminar on Rehabilitation of Legal Case Management of Injured Workers	Miami Beach, FL	Dr. Sid Rudman, Jackson Memorial Hospital, Rehab Center, Rm. 310, Miami FL 33136 (305) 325-6263
Apr. 2-Sept. 15	International Wheelchair Road Racers Club, Inc. Cross County Event from Los Angeles to Washington and New York		Fred McBee, 12710 N. 30th Street, #149, Tampa, FL 33612
Apr. 5-7	*Mainstream, Inc. seminar	Minneapolis, MN	Betty Spurlock, Mainstream, Inc., 1200 15th St., N.W., Rm. 403, Washington, DC 20005 (202) 833-1136
Apr. 6-10	"Services for Developmentally Disabled" Young Adult Institute and Workshop	New York, NY (UN)	
Apr. 7-10	From the 60's into the 80's - "An International Assessment of Attitude and Service to the Developmentally Disabled Special Event"	New York, NY	Ms. N. Liebman, Special Events Courditor, 251 Park Ave. South, New York, NY 10010
Apr. 7-10	Advocacy for/with the Mentally Ill and Handicapped	Washington, DC	Rosalyn Voige, National Public Law Training Center, 2000 P St., N.W., Suite 600, Washington, DC 20036 (202) 872-0660
Apr. 9-11	Management Training for Independent Living Program Administrators (** indicates a repeat of this)	Los Angeles, CA	Dr. Elizabeth Pan, Institute for Information Studies, 200 Little Falls Street, Falls Church, VA 22046 (703) 533-0383
Apr. 9-11	Annual Conference of United Cerebral Palsy Association, Inc.	Washington, DC	UCP Assoc., 66 East 34th Street, New York, NY (212) 481-6300

DATE	ACTIVITY	LOCATION	INFORMATION
Apr. 9-12	First International Conference on Comprehensive Rehabilitation and Indepen-dent Living and International Abilities Unlimited Exposition	Los Angeles, CA	Dayle McIntosh Center for the Disabled, 8100 Garden Grove Blvd., Suite 12, Garden Grove, CA 92644 (714) 898-9571
Apr. 10-11	"Workshop on the Arts" - Sister Kenny Institute	Minneapolis, MN	Sandi Gordon, 2727 Chicago Avenue, Minneapolis, MN 55407 (612) 874-4400
Apr. 11	Focusing on Parenting	Ames, IA	Pat Irwin, Iowa Conference for Hearing Impaired, 211 Test St., Council Bluffs, IA 51501
Apr. 12-16	Annual Conference of the American Personnel and Guidance Association	St. Louis, MO	5203 Leesburg Pike, Falls Church, VA 22041 (703) 820-4700
Apr. 13-15	Management and Programming for the Transportation and Functional Mobility Problems of Severely Disabled Individuals	Madison, WI	Dr. Bruce Blasch, Dept. of Studies in Behavioral Disabilities, Univ. of Wisconsin, 1500 Highland Ave., Madison WI 53706
Apr. 13-17	National Conference of the American Alliance for Health, Physical Education, Recreation and Dance	Boston, MA	AAHPERD, 1201 16th St., NW, Washington, DC 20036
Apr. 20	The National Wheelchair Marathon (in conjunction with the Boston Marathon)	Boston, MA	National Spinal Cord Injury Foundation, 369 Elliot St., Newton Upper Falls, MA 02164 (617) 964-0521
Apr. 21-22	*Mainstream, Inc. seminar	New York, NY	*See Apr. 5-7
Apr. 22-23	"Developing Public/Private Partnership in Human Services"	Rochester, NY	Mark Tropy, Institute for Information Studies, 200 Little Falls St., Suite 104, Falls Church, VA 22046
Apr. 24	Disabled Persons Hall of Fame	Chicago, IL	Albert Fricano, Chicago Office for Senior Citizens and the Handicapped, 180 N. LaSalle St., Chicago IL 60601 (312) 744-4016
Apr. 26-May 7	Seminar on the 20th Anniversary of Public Law 480 on International Rehabilitation sponsored by NIHR and World Rehabilitation Fund	Washington, DC	NIHR, 400 Maryland Ave. SW, Dept. of Education, Switzer Bldg., Room 3058, Washington, DC 20202 (202)245-0565
Apr. 28-May 1	Spring Meeting of the Council of State Administrators of Vocational Rehabilitation	Alexandria, VA	1522 K Street, NW, Suite 610, Washington, DC 20005, (202) 638-4634
Apr. 30-May 2	Celebration of the Arts Festival by and for Disabled Persons	Milwaukee, WI	Paul Sturm, Artreach Milwaukee, Inc., 161 W. Wisconsin Ave., Suite 7011, Milwaukee, WI 53203 (414) 271-4704
May 3	Handicapped Awareness Day	national	Judy Butler, Joni & Friends, P.O. Box 3225, Woodland Hills, CA 91365 (213) 348-5556
May 3-9	National Goodwill Week		
May 3-9	"IYDP Week - Independent Life"	Chicago, IL	Rehabilitation Institute of Chicago, 345 E. Superior St., Chicago, IL 60611
May 5-8	Great Lakes Regional National Rehabilitation Association (NRA) Meeting	Chicago, IL	Gary Austin, Dept. of Communication Disorders, No. Illinois Univ. Dekalb, IL 60115 (815) 753-1076
May 5-19	International Arts Festival and Symposium for Special Populations — "Celebration '81"	Atlanta, GA	Joel Norris, The Fine Line, Inc., 608 Ralph McGill Blvd., Atlanta, GA 30309 (404) 373-5965

DATE	ACTIVITY	LOCATION	INFORMATION
May 6-8	Annual Meeting of the President's Committee on Employment of the Handicapped	Washington, DC	Eleanor Johnson, PCEH, 1111 20th St., NW, Washington, DC 20036 (202) 653-5152
May 6-10	Mid-Atlantic Regional National Rehabilitation Association (NRA) Meeting	Washington, DC	Ted Daniels, 3861 Pennsylvania Avenue, SE, Washington, DC 20001 (202) 727-0949
May 11	"Full Participation? Attitudes Toward Disabled Workers in Business" - Conference sponsored by Baruch College at UN Secretariat Bldg., Conf. Rm. 4	New York, NY	Helen Boehm, School of Educ., Baruch College, 17 Lexington Ave., Box 307, New York, NY 10010
May 11-13	Great Plains Regional National Rehabilitation Association (NRA) Meeting	Wichita, KS	Bill Baker, Division of Vocational Rehab., 2700 W. 6th St., Topeka, KS 66612 (913) 296-3911
May 14-17	Meeting of the Spina Bifida Association of America	San Jose, CA	R.D. McCloskey, Spina Bifida Assoc. of America, 21530 Rainbow, Cuppertino, CA 95014 (408) 253-0452
May 17-19	Southeast Regional National Rehabilitation Association (NRA) Meeting	Asheville, NC	Donna Holt, P.O. Box 26053, Raleigh, NC 27611 (919) 733-5920
May 17-19	*Mainstream, Inc. seminar	Louisville, KY	*See Apr. 5-7
May 19-21	**Management Training for Independent Living Program Administrators	St. Louis, MO	**See Apr. 9-11
May 25-29	Annual Convention of the American Association on Mental Deficiency	Detroit, MI	AAMD, 5101 Wisconsin Ave., NW Washington, DC 20016
May 26-27	"Experimental Therapeutics of Movement Disorders"-Parkinson's Disease Foundation	New York, NY	Mrs. John D.E. Orr, William Black Medical Research Bldg., Columbia Univ. Medical Center, 640-650 W. 168 Street, New York, NY 10032 (212) 923-4700
May 28-29	Tourette Syndrome International Symposium	New York, NY	Abbey Meyers, 40-08 Corporal Kennedy St., Bayside, NY 11361 (212) 224-2999
May 28-30	International Conference of the International Association of Psychological Social Rehabilitation	Washington, DC	APSRS Social Center, 2810 Dorr Avenue, Fairfax, VA 22031
June	Biennial Regeneration Research Conference	Miami, FL	National Spinal Cord Injury Foundation Research Office, 4440 N.W. 19th Street, Lauderhill, FL 33313 (305) 735-9050
June 2-5	Northeast Regional National Rehabilitation Association (NRA) Meeting	Ellenville, NY	David Fish, 200 Main Street, Lewiston, ME 04240 (207) 783-9151
June 4-7	Annual Convention of the American Coalition of Citizens with Disabilities (ACCD)	Los Angeles, CA	Rosanne Jackson, ACCD, 1200 15th St., NW, Suite 201, Washington, D.C. 20005 (202) 785-4265
June 7-10	National Conference on Social Welfare 108th Annual Forum	San Francisco, CA	919 18th Street, NW, Washington, DC 20006 (202) 785-0817
June 8-9	National Association of Rehabilitation Facilities (NARF) Meeting	Milwaukee, WI	NARF, 5530 Wisconsin Ave., Suite 955, Washington, DC 20015 (301) 654-5882
June 8-11	Pacific Regional National Rehabilitation Association (NRA) Meeting	Honolulu, HI	Burt Feldman, 144 Fieldgate Ave., Hacienda Heights, CA 91748 (213) 381-6811
June 15-19	Goodwill Industries of America Assembly of Delegates	Spokane, WA	Phyllis Miller, Goodwill Industries of America, 9200 Wisconsin Avenue, Washington, DC 20014 (301) 530-6500

DATE	ACTIVITY	LOCATION	INFORMATION
June 16-18	**Management Training for Independent Living Program Administrators	Providence, RI	**See Apr. 9-11
June 17-19	Southwest Regional National Rehabilitation Association (NRA) Meeting	Hot Springs, AR	Eugene Harwood, Hot Springs Rehab Center, P.O. Box 1358, Hot Springs, AR. 71901 (501) 624-4411
June 17-21	National Wheelchair Games (Univ. of Washington)	Seattle, WA	Dr. Donald Johnson, Programs for the Handicapped, EEO, 101 Lewis Hall, Mail Stop DW-08, Univ. of Washington, Seattle, WA, 98195 (206) 543-1830
June 19-21	Third Annual National Symposium on Sexuality and Disability	New York City	New York University, 25 West 4th Street, Room 506, New York City, NY 10012 (212) 598-3242
June 27	"IYDP and Libraries - Activities Exchange"	San Francisco, CA	Jo-anne Weinberg, 272 Old Kensico Rd., White Plains, NY 10617
June 28-July 2	Meeting of the American Physical Therapy Association	Washington, DC	Diana Coleson, APTA, 1156 15th Street, NW, Suite 500, Washington, D C 20005 (202) 466-2070
June 28-July 3	17th Quadrennial Congress of the International Council of Nurses	Los Angeles, CA	Convention Dept., American Nurses Association, 2420 Pershing Rd., Kansas City, MO 64108 (816) 474-5720

□

Rehabilitation International has a draft copy of international meetings, conferences, and workshops concerning disability that will take place during 1981. Contact Ron Brouillette, IYDP Support Program, Rehabilitation International, 432 Park Ave. South, New York, NY 10016.

DETROIT EXPRESS SOCCER CLUB members practice moving in wheelchairs prior to their game with cerebral palsy athletes at the International Freedom Festival in Detroit as part of the IYDP.

L.

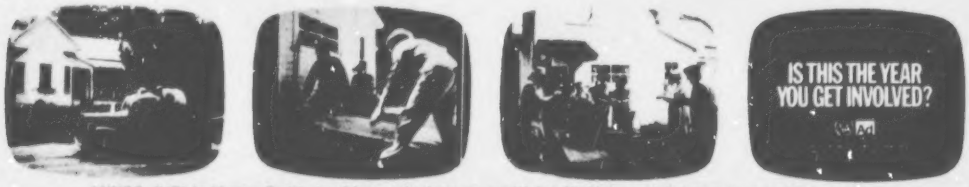
THIS IS THE INTERNATIONAL YEAR OF DISABLED PERSONS. IS THIS THE YEAR YOU GET INVOLVED?

U.S. Council for the International Year of Disabled Persons

TV PUBLIC SERVICE SPOTS

"V E R N O N P A R I S H"

60 SECONDS



ANNCR: (VO) In Vernon Parish, Louisiana, volunteers are modifying disabled people's homes to make them more accessible. In fact, all across America, disabled and non-disabled people are participating in similar community programs. This is the International Year of Disabled Persons. Is this the year you get involved? Call the office of your Mayor or County Commissioner for more information.

"P L A Y G R O U N D"

30 SECONDS

ANNCR: (VO) In Champaign, Illinois, disabled children are able to share a playground because a group of people joined a volunteer program. In fact, all across America, disabled and non-disabled people are participating in similar programs. This is the International Year of Disabled Persons. Is this the year you get involved? Call the office of your Mayor or County Commissioner for more information.

"I N T E R P R E T E R"

10 SECONDS

ANNCR: This is the International Year of Disabled Persons. Is this the year you get involved? Call the office of your Mayor or County Commissioner for more information.

A Public Service Campaign of the Advertising Council

Volunteer Advertising Agency: Needham, Harper & Steers Advertising, Inc.

CNDP-1260/1230/1110

M.

Sample U.S. Council Fact Sheet

U.S. Council for the International Year of Disabled Persons

1981

1575 Eye Street, N.W., Suite 430, Washington, D.C. 20005
(202) 638-6011

"TOWARD FULL PARTICIPATION"

DIRECTORS

David T. Kearns, *Chairman*
President, Xerox Corporation
Alan A. Reich, *President*
John D. Twinam, *Secretary*
Managing Director, American Health Foundation
Alan A. Rubin, *Treasurer*
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Chairman, Prudential Insurance Company of America
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Roger B. Smith
Chairman, General Motors Corp.
Judge Leonard Staisey
The Honorable Richard Thornburgh
Governor of Pennsylvania
Henry Viscardi, Jr., Ph.D.
President, Human Resources Center
Reverend Harold Wilke
Director, The Healing Community

Susan M. Flowers
Vice President

THE UNITED NATIONS PROCLAMATION

The United Nations proclaimed 1981 the International Year of Disabled Persons and chose as the theme "the full participation of disabled persons in the life of their society." The U.N. urged each country to set goals to increase levels of participation and, in keeping with the theme, developed a logo for international use depicting a disabled and a nondisabled person joined in partnership.

FORMATION OF THE U.S. COUNCIL FOR THE IYDP

In response to the U.N. proclamation, a concerned group of citizens, representing the private and public sectors, held a "call-to-action" conference in Washington, D.C. in 1979. This meeting led to the formation of the U.S. Council for the IYDP. Located in the nation's capital, it is a nonprofit organization which promotes the "full participation" of the 35 million Americans with physical or mental disabilities in our national and community life.

The U.S Council developed national leadership by forming a board of directors of disabled and nondisabled representatives of the corporate community and of public interest groups. It is chaired by David T. Kearns, President of Xerox Corporation. In a message to Mr. Kearns, President Reagan stated, "I pledge to you my cooperation in this worthy and essential undertaking." President Reagan issued a proclamation on February 6, 1981.

More than 330 national organizations have joined with the U.S. Council as IYDP National Partners. These organizations support IYDP activities at the national, state, and local levels.

MISSION AND LONG-TERM GOALS

The U.S. Council works with private and governmental organizations to strengthen awareness and public understanding of the still unmet needs and potential contribution of disabled Americans. The Council is promoting through its programs the following long-term goals of and for disabled persons in the United States:

- Expanded Educational Opportunity
- Improved Access to Housing, Buildings, and Transportation
- Greater Opportunity for Employment
- Greater Participation in Recreational, Social and Cultural Activities
- Expanded and Strengthened Rehabilitation Programs and Facilities
- Purposeful Application of Biomedical Research Aimed at Conquering Major Disabling Conditions
- Reduction in the Incidence of Disability through Accident and Disease Prevention

-OVER-

Meeting the Challenges through Partnerships

- o Increased Application of Technology to Ameliorate the Effects of Disability
- o Expanded International Exchange of Information and Experience to Benefit All Disabled Persons

MEETING THE CHALLENGES THROUGH PARTNERSHIPS

The concept of partnership between those who are disabled and those who are not, between the public and private sectors and among organizations and individuals at the national, state and local levels is central to the Council's work. Together with its IYDP National Partners, the Council encourages broad participation in its programs:

- o The Community Partnership Program is the U.S. Council's nationwide effort encouraging communities to set locally appropriate goals and commit themselves to short and long-term programs to achieve those goals. More than 1850 mayors and other chief elected officials, all 50 governors and 330 national organizations are participating in the Community Partnership Program.

- o The Corporate Partnership Program urges corporations to make a firm commitment to the "full participation" of disabled persons and to undertake special initiatives. More than 270 corporations have joined in this program.

- o The National Advertising Campaign of the U.S. Council is reaching millions of Americans through print, radio and TV. Under the sponsorship of the Ad Council it has generated many millions of dollars worth of free publicity. The campaign urges citizens to get involved in their communities.

WIDESPREAD SUPPORT

While the Council accepts contributions from all sources, 85% of the $2.1 million dollars raised has come from corporations and foundations. The Council, together with its community, national, state and corporate IYDP Partners, cooperates with the following groups:

- o U.S. Conference of Mayors
- o National Association of Counties
- o National League of Cities
- o National Governors' Association
- o U.S. government agencies
- o Federal Interagency Committee for IYDP
- o U.S. Congress
- o Corporate community
- o Organized labor
- o Public interest organizations
- o Religious groups
- o Concerned citizens and their organizations

December 1981

N.

Journal of Rehabilitation Article on IYDP

25 Reasons Why IYDP Worked

Counting the ways that made IYDP a success in the United States could fill the Journal. Here's a sampling of what your fellow men and women did this year in their efforts to make that success a reality:

OKLAHOMA CITY, OKLAHOMA: Produced a talent show for handicapped individuals with scholarship awards, put on hot air balloon flights to advertize IYDP and exchanged ideas on IYDP with its sister city, Taipai, Taiwan.

BOULDER, COLORADO: Designated a special theme for each month of the year (February was accessible housing month, December (Independent Living month) and provide a game plan for each month.

EMPLOYERS INSURANCE OF WAUSAU: Staged a national symposium on the psychology of disability, produced a monograph of the company's position on the rehabilitation of disabled persons and provided a recognition program honoring company employees doing community volunteer work on behalf of disabled individuals and groups.

STATE OF ILLINOIS: Started an on-going project to make polling places physically accessible to disabled persons, in conjunction with the Illinois Department of Rehabilitation Services.

PROVIDENCE (RHODE ISLAND) SUNDAY JOURNAL: Committed to a weekly column of information on IYDP events and disabling conditions.

GOODWILL INDUSTRIES: Sent a checklist of successful community projects to all chief executive officers of its member industries with the request to secure commitments and stimulate action.

STATE OF MINNESOTA'S COUNCIL FOR THE HANDICAPPED: Published **International Year Minnesota**, an informative monthly newlsetter on disability themes.

SISTER KENNY INSTITUTE: Sponsored a two-day workshop for training of handicapped in the areas of dance, drama, vocal techniques, stage presence, storytelling, creative writing. They called it "Talent Has No Barriers."

MENDOCINO, CALIFORNIA: Established an infant and toddler car seat rental program hoping to reduce the incidence of disability through accident prevention. Individuals from the community and local businesses donated their time and money to implement the program.

NATIONAL REHABILITATION ASSOCIATION: Devoted its annual Mary Switzer Memorial Seminar (and resulting monograph) to International Aspects of Rehabilitation.

STATE OF CALIFORNIA: Produced four posters with the theme "FITNESS" showing disabled persons participating in sports activities and taped four radio spots on barriers, employment and handicapped parking.

PHILADELPHIA, PENNSYLVANIA: Magee Rehabilitation Hospital put on a "Wheelchair Clean-up/Tune-up Day with the staff and wheelchair suppliers volunteeering to clean and make minor adjustments on manual chairs.

MIAMI, FLORIDA: Produced a tourism brochure called, "Miami, See It Like A Native." It includes accessibility information, TTY numbers, transportation tips, and other useful information.

NATIONAL RESTAURANT ASSOCIATION: Distributed "Recommendations for Serving the Disabled", to its members. It includes tips on hospitality and general information on disabilities, accessibility, and attitudes.

SALINAS, CALIFORNIA: Raised funds to purchase and install smoke detectors in homes of severely disabled individuals.

VERNON PARRISH, LOUISIANA: Formed a Handy-Man Crew to perform home repairs and general maintenance for disabled members of their community.

MOBILE, ALABAMA: Has helped disabled individuals establish small businesses by providing them with advice and employment opportunities.

STATE OF SOUTH DAKOTA: Produced an Awareness Guide, showing how to plan, participate in, and evaluate an 'Awareness Day' program.

STATE OF GEORGIA: Took its awareness message to the shopping malls, via video cassettes and exhibits.

AMERICAN ASSOCIATION OF SCIENCE: Published suggestions for technology projects appropriate for IYDP and for the future.

BERGEN COUNTY, NEW JERSEY: Hosted a job-fair, to help establish communication between businesses and rehabilitation services.

FLORISSANT, MISSOURI: Met with zoning officials and worked on establishing group residences for mentally retarded people.

SEARS ROEBUCK: Sent their fall catalog wrapped in paper highlighing IYDP and directing readers' attention to products designed to accommodate the special needs of disabled individuals.

STATE OF WISCONSIN: Produced a press packet of information containing short articles, including four public service announcements and a cover letter from the governor urging their use.

ATLANTA, GEORGIA: Staged a regional arts festival, "Celebration 81" featuring the creative potential of disabled persons.

O.

U.S. IYDP Statement to the U.N. General Assembly

United States of America

Senate

Congressional Record

PROCEEDINGS AND DEBATES OF THE 97th CONGRESS, FIRST SESSION

Vol. 127 WASHINGTON, TUESDAY, DECEMBER 15, 1981 *No. 187*

GENERAL ASSEMBLY SPEECH BY ALAN A. REICH

Mr. PERCY. Mr. President, the International Year of Disabled Persons has had impact throughout the world. It has stimulated action in most countries to improve the lives of the half billion disabled persons in the world. The programs of the U.S. Council for IYDP, a privately funded and organized group, have, for example, reached 1,850 communities throughout America. They have engaged disabled and nondisabled individuals in partnerships to identify needs and set goals. As our Nation struggles with limitations of financial resources, these voluntary grassroots efforts are most encouraging. They offer a model for other areas of human concern. Most heartening are the commitments for the future stimulated by the IYDP—both in the United States and throughout the world.

But there is another contribution of the IYDP which is also important to us all. This observance has opened up a new area of international communication on the very human problems of disability. People-to-people communication, as generated through the IYDP in the area of disability, has become an important force in international relations throughout the world.

Mr. President, the existence of informal nongovernmental communications on common problems tend to reduce the level of tension when conflicts of interest occur and contributes to a climate in which they may be negotiated more effectively. International people-to-people relations help develop enduring networks of communications which cut across boundaries and reduce the likelihood of polarization along political or nationalist lines.

In the U.S. speech on the International Year of Disabled Persons before the General Assembly of the United Nations on December 7, Mr. Alan A. Reich, president of the U.S. Council for IYDP, elaborated on these two important contributions of the International Year of Disabled Persons—improving the human condition and opening new transnational communication. To continue and enhance these efforts, he has urged continuation of the momentum of the IYDP in the United States, the United Nations and throughout the world.

Mr. President, I commend to my colleagues Mr. Reich's U.N. speech on behalf of the United States. We all can benefit from this important statement on improving both the human condition and prospects for public diplomacy.

I ask unanimous consent to have the speech printed in the RECORD.

There being no objection, the speech was ordered to be printed in the RECORD, as follows:

STATEMENT BY ALAN A. REICH

Mr. President, the United Nations, by proclaiming 1981 the International Year of Disabled Persons, has aroused the hopes and aspirations of fully a billion people comprising the world's "disability family." This family is made up of one-half billion persons who are disabled themselves plus at least an equal number of family members who also live with the limitations and challenges of our disabilities. Thanks to the vision and leadership of the member nations, the Secretary General and the Secretariat, and the agencies of the United Nations system, the disability family now can look more optimistically to the future. The response to the challenge of the IYDP has been gratifying. But having accepted the challenge, and the responsibility, we now must intensify our efforts, for the serious problems of disability do not end with the IYDP.

By promoting its five-point IYDP program, the United Nations has stimulated commitment and purposeful action by governments, U.N. agencies, nongovernmental organizations and concerned individuals throughout the world. While their responses have varied, reflecting differing social structures, stages of development, and levels of resources, several significant common themes have emerged. They include an outpouring of compassion, a recognition that disabled persons are an important resource, and the active involvement of disabled persons themselves.

Mr. President, I am pleased to have the opportunity to comment on the United States and worldwide responses to the IYDP challenge and on the implications for the future. In the United States the IYDP initiative has led to significant programs and results. As President Reagan stated in his IYDP proclamation on February 6, 1981, "All of us stand to gain when those who are disabled share in America's opportunities." At the government level, forty-two agencies have undertaken IYDP activities aimed at bringing Americans with disabilities more fully into the mainstream. Their efforts have included reviewing hiring practices, streamlining legislation as it relates to disability, and carrying out special information programs. Of equal importance, the government has encouraged the private sector in the United States to take advantage of the IYDP opportunity.

The private sector—comprised of disability, business, religious, labor, youth, women's, professional, and other organizations—has responded with vigor and enthusiasm. The concept of partnership—between the disabled and non-disabled, between government and the private sector, and between organizations at the national, state and local levels—has been a dominant theme. The IYDP mission in the United States, adopted jointly by the government and the private sector, has been to increase public understanding of the needs and potential contribution of disabled persons and to accelerate progress toward long-term goals.

The corporate and disability communities together formed the U.S. council, funded by non-governmental sources. Its purpose has been to carry the IYDP challenge of the United Nations to the towns and cities of America, where our 26 million citizens with physical or mental disabilities go about their lives. In more than 1,850 communities, partnership committees of disabled and non-disabled persons have been formed. They have identified needs, set goals, and undertaken programs to meet their own goals. The Governors of all fifty states, more than 880 national organizations, and 370 leading corporations have joined in this partnership program. Demonstrating tremendous corporate social responsibility, America's corporations have provided resources and enlightened leadership. They have realized that bringing disabled persons into the economic mainstream is in their own best interest. To cite one example of this corporate commitment, Xerox Corporation last month donated $3,000,000 worth of sophisticated reading machines for the blind to 100 university libraries.

In American communities, people from all walks of life have advanced the United Nations IYDP theme of "full participation of disabled persons." They have made public buildings and facilities more accessible, developed special transportation systems, modified churches and parks to accommodate disabled persons, facilitated voting by disabled individuals, passed new ordinances on housing for disabled persons, held job fairs to bring together employers and disabled job seekers, and they have carried out locally devised awareness programs. A common theme throughout America has been encouraging self-reliance and self-help initiatives.

In the United States, the observance has been marked by strong and enthusiastic involvement of disabled persons themselves. They have been stimulated by the IYDP to assume greater leadership in shaping their own destinies. Through a nationwide advertising and media campaign aimed at changing attitudes, the public has gained a greater appreciation of the contribution of disabled persons. The result is that future efforts will be based less on charity and more on recognition that disabled persons are important contributors to society. The significance of the year in the United States was expressed by one seriously disabled person, "Never again do I need to take a back seat or to stay at home. I now feel I can participate like anyone else. I am grateful that the IYDP helped to open opportunity for me. The IYDP has given me dignity."

None of us anticipated, Mr. President, that the IYDP would be an end. The serious problems of the disability family go on. The IYDP has given impetus to new beginning. It has accelerated progress. Attitudinal barriers are coming down. At a recent conference in Washington of IYDP representatives appointed by the governors of all fifty States and of community representatives from throughout the country, the participants urged unanimously that the IYDP momentum be continued. This initiative is of the healthiest kind. It is based on the feelings of people, most of them disabled, at the grassroots level—in the town and cities of America. It is based on the voluntary spirit

(over)

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of citizens. The response to date to the unanimous resolution at this conference has been two-fold:

First, it is my great privilege to announce today, Mr. President, an important initiative to follow through on the IYDP. In January, a new non-governmental organization—the National Office on Disability—will be opened in Washington, D.C. Its purpose will be to encourage and support the continuation of the momentum of the international year of disabled persons in the United States. Launching of this organization is made possible by a generous contribution of a leading American corporation.

Second, a resolution has been introduced in the United States Congress to designate 1983 the National Year of Disabled Persons. The United States is following the leadership of other nations, in Africa and in South America, which first developed plans for designating 1932 their national years of disabled persons. This designation will help further full participation of disabled persons at the national, State, and local levels.

From these efforts, we, and you, can take heart.

Americans are not unmindful of the fact, Mr. President, that the problems of disability are compounded in the developing nations. The greater seriousness of disability among those in poverty and in less fortunate circumstances is apparent to us in our own country. We are, therefore, greatly pleased by the initiatives of the United Nations and its agencies which have taken advantage of the IYDP to launch long-term programs. The world health organization, for example, is now including the problems of disability within its long-term program of "health for all by the year 2000." This initiative offers promise for concerted efforts, among others, to prevent and eventually eliminate certain disabling conditions affecting more than five million newborn children in the world annually.

We are inspired by the new efforts of UNICEF to ensure that disabled children have a better chance at life. There is hope for many in UNESCO's new programs to reduce the burden of dependency through greater educational opportunity for disabled children. The International Labor Office's expanded efforts to provide technical rehabilitation assistance will have a radiating impact in years to come; there now is greater recognition that organized labor has a real stake in reducing disability. The United Nations development program has brought about realization in many countries of the importance of including disabled persons in the development process. These few examples of the United Nations agencies' actions are encouraging to us all.

The efforts of the IYDP secretariat in Vienna, under the direction of Assistant Secretary-General Mrs. Leticia Shahani, to promote the ongoing work of the national committees formed in 127 nations, will continue to pay dividends. Despite limited resources, the secretariat has played a key role in expanding world-wide concern for disabled persons.

Among the 800 international non-governmental organizations affiliated with the United Nations there has been enthusiastic response to the IYDP challenge. To cite an example again, Rotary International, which has 10,000 clubs in 150 countries has undertaken many IYDP activities. They include a project of the Rotary Club of Randolph, Massachusetts, USA, which provided a specially-equipped bus for disabled youth to attend camp, and they include a project of the Rotary Club of Raniginj, India, which sponsored a polio immunization campaign for 2,400 children. Most importantly, Rotary and many other non-governmental organizations have made long-term plans to continue their commitment after 1981.

Mr. President, by proclaiming this year, the United Nations has done much to improve the human condition. This is a central role of the United Nations. But, we would not do justice to this U.N. initiative if we did not also recognize another important contribution of the IYDP. By focusing world-wide attention on this human concern, the United Nations has opened an important area of transnational communication across political boundaries on a common problem affecting all people.

This communication will continue. It will further international cooperation and improve the climate for resolving other differences peaceably. The interactions among the 127 national committees, the world-wide consideration of the world draft plan of action growing out of the IYDP, and the ongoing communication in the area of disability among non-governmental organizations will contribute to the climate of peace and cooperation among nations. I am reminded of the words inscribed here in the General Assembly building, "Since wars begin in the minds of men, it is in the minds of men that the defenses of peace must be constructed." The IYDP is an idea born in the minds of men which is helping to build the human foundations of the structure of peace.

These two results of the IYDP—new commitment to improve the human condition and opening a new area of transnational communication—are marvelous testimony to the moral force of the United Nations. The voluntary response throughout the world to the IYDP challenge and opportunity demonstrate the U.N.'s tremendous capacity to stimulate purposeful action and commitment. With limited funds, the U.N. has fostered programs with far-reaching implications in all countries. The success of the IYDP is not in what was done but in what was started. By focusing attention, the U.N. has created opportunity—the continuing opportunity—for us all to attack the serious problems of disability on an ongoing basis.

And, Mr. President, let us no longer question the value of international year observances. The IYDP has demonstrated it can, through them, unleash tremendous human and organizational potential. As we look ahead to another signal year—the bimillennium—the continuing response to the IYDP can be a beacon of hope.

Speaking on behalf of the world's disability family, Mr. President, I applaud the IYDP initiative. We commend and thank the distinguished member nation representatives. As my predecessor this morning, the distinguished delegate from the Philippines, Mrs. Marcos, stated, "human problems demand human solutions." I urge you and the other leaders of our United Nations to continue and intensify the quest for human solutions to the staggering human problems of disability. By challenging the world and by taking on this responsibility, you have become champions of the disabled. We need you as partners. We need your vision and your leadership. We need your continuing concern, compassion and commitment.

You are giving us opportunity. You are inspiring hope. Please keep up the momentum! Together we can make our planet more livable!

Thank you, Mr. President.

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P.

Joint Congressional Resolution for National Year of Disabled Persons (1982)

97TH CONGRESS
1ST SESSION

H. J. RES. 354

To designate 1982 as the "National Year of Disabled Persons"

IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 4, 1981

Mr. WINN introduced the following joint resolution; which was referred to the Committee on Post Office and Civil Service

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JOINT RESOLUTION

WHEREAS THE DESIGNATION BY THE UNITED NATIONS OF 1981 AS THE INTERNATIONAL YEAR OF DISABLED PERSONS HAS STIMULATED NEW PROGRESS TOWARD ACHIEVING THE FULL PARTICIPATION IN NATIONAL AND COMMUNITY LIFE OF THE THIRTY-FIVE MILLION AMERICANS WHO HAVE DISABILITIES;

WHEREAS SUCH PROGRESS HAS DRAWN UPON THE INITIATIVE AND RESOURCES OF INDIVIDUALS AND ORGANIZATIONS IN ALL SECTORS OF AMERICAN SOCIETY WHO HAVE WORKED IN PARTNERSHIP WITH DISABLED PERSONS;

WHEREAS SUCH PARTNERSHIP HAS CONTRIBUTED SUBSTANTIALLY TOWARD IMPROVING THE LIVES OF DISABLED AMERICANS;

WHEREAS FURTHER ACTION IS REQUIRED TO INCREASE PUBLIC UNDERSTANDING OF THE UNFULFILLED NEEDS AND POTENTIAL CONTRIBUTIONS OF DISABLED PERSONS;

WHEREAS FURTHER PROGRESS SHOULD BE MADE IN THE UNITED STATES TOWARD ACHIEVING THE FOLLOWING LONG-TERM GOALS OF AND FOR DISABLED PERSONS PROMOTED DURING THE INTERNATIONAL YEAR OF DISABLED PERSONS: (1) EXPANDED EDUCATIONAL OPPORTUNITY; (2) IMPROVED ACCESS TO HOUSING, BUILDINGS, AND TRANSPORTATION; (3) EXPANDED EMPLOYMENT OPPORTUNITY; (4) EXPANDED PARTICIPATION IN RECREATIONAL, SOCIAL, AND CULTURAL ACTIVITIES; (5) EXPANDED AND STRENGTHENED REHABILITATION PROGRAMS AND FACILITIES; (6) PURPOSEFUL APPLICATION OF BIOMEDICAL RESEARCH AIMED AT CONQUERING MAJOR DISABLING CONDITIONS; (7) REDUCTION IN THE INCIDENCE OF DISABILITY BY EXPANDED ACCIDENT AND DISEASE PREVENTION; (8) EXPANDED APPLICATION OF TECHNOLOGY TO MINIMIZE THE EFFECTS OF DISABILITY; AND (9) EXPANDED INTERNATIONAL EXCHANGE OF INFORMATION AND EXPERIENCE TO BENEFIT ALL DISABLED PERSONS; AND

WHEREAS THE UNITED NATIONS IS BUILDING UPON THE INTERNATIONAL YEAR OF DISABLED PERSONS MOMENTUM AND IS CONSIDERING LONG-TERM INITIATIVES TO IMPROVE THE LIVES OF THE WORLD'S ONE-HALF BILLION DISABLED PERSONS: NOW, THEREFORE, BE IT

RESOLVED BY THE SENATE AND HOUSE OF REPRESENTATIVES OF THE UNITED STATES OF AMERICA IN CONGRESS ASSEMBLED, THAT 1982 HEREBY IS DESIGNATED THE "NATIONAL YEAR OF DISABLED PERSONS," AND THE PRESIDENT OF THE UNITED STATES IS AUTHORIZED AND REQUESTED TO ISSUE A PROCLAMATION CALLING UPON THE ELECTED OFFICIALS AND PEOPLE OF THE UNITED STATES TO OBSERVE SUCH YEAR THROUGH ACTIVITIES IN SUPPORT OF THE LONG-TERM GOALS OF AND FOR DISABLED PERSONS PROMOTED DURING THE INTERNATIONAL YEAR OF DISABLED PERSONS.

Q.

INTERNATIONAL YEAR OBSERVANCES: SOME LESSONS*

1. **Accept the International Year as a Challenge, an Opportunity and a Responsibility.**

   Americans will respond to an important and well-presented challenge. The opportunity must be seized; a year will not accomplish anything in itself. To accept the challenge is to accept a responsibility to the nation, to the UN, and to oneself.

2. **Recognize the Year Is a Short Term Effort.**

   As such, its role is limited in solving long term problems. If pursued vigorously, it can help heighten awareness, accelerate progress, articulate long term goals, affirm commitment, and foster institutional arrangements for future progress.

3. **Set Purpose, Goals and Objectives Carefully.**

   Identify human needs to be addressed and only then develop the program. Developing a program in response to a UN proclamation is more difficult than doing so in response to human needs already identified. Objectives should be measureable. Identify what you want to *accomplish*, as distinct from what you want to *do*. Help people understand the difference between the Year's goals and its objectives. Everyone involved should clearly understand and be able to articulate the purpose.

4. **Answer at the Outset, "What Will Be Our Legacy?"**

   It helps to identify early other interests which may be furthered, e.g., mutual understanding, private sector initiative, fuller participation of the disabled or promoting the ideals of freedom.

5. **Decide Whether and How the Theme Provided by the UN Should Be Used in the United States.**

   Avoid the public perception that the undertaking is international, unless it is. If so, demonstrate why this is in the interest of Americans. A new theme may be needed.

6. **Foster a Sense of Mission.**

   Seek to capture people's imaginations. Develop and promote a U.S. mission statement. Have a suitable slogan and motto.

7. **Establish and Clarify the Mandate of the Leadership Body for the U.S. Observance.**

   Articulate whether it is from the President of the United States, the Congress, directly from the UN, or from private sector initiative. Clarify funding sources.

8. **At the Outset Obtain the Explicit Support of the President and the U.S. Congress.**

9. **Clarify the Roles of Groups and Agencies Involved.**

   Develop effective working relationships and communications channels between government and private sector bodies and with the UN.

10. **Involve Target Groups from the Outset.**

    Also determine other groups whose purposes can be furthered, and enlist them as allies—the disabled, ethnic minority groups, rural and urban poor, etc.

11. **Develop a Leadership Body of Stature.**

    Include recognized national figures and heads of institutions and organizations symbolically important to furthering the Year's success.

12. **Identify and Develop a Coincidence of Interest with the General Public.**

    Formulate a communications strategy including appropriate attitudinal research, identification of specific audiences, a unified image, multi-media communications plans and channels of communication, and evaluation.

13. **Ensure Leadership Commitment to a Budget and Fundraising Plan Covering the Entire Life of the Project.**

    Keep funding in phase with the program. Develop a fundraising strategy appropriate for the undertaking.

14. **Involve Dedicated and Capable People.**

* Excerpted from a presentation by the president of the National Organization on Disability to the founding conference of the U.S. Commission for the International Youth Year, 1985 (November, 1982).